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Department of State

NEWSLETTER

JANUARY 1980 • NO. 219

LETTERS TO THE EDITOR

Evacuees say thanks

WASHINGTON

DEAR SIR:

We want to bring to the attention of all Foreign Service families and friends the wonderful treatment we received from the Department during our recent sudden evacuation from Pakistan. The entire operation was handled efficiently, and with special concern for those for whom the evacuation was most difficult: the bereaved, the injured, those suffering from emotional shock and the many families with small children.

One of the most impressive aspects of the evacuation was the cooperation among the evacuees themselves. Everyone pitched in to walk or comfort crying babies, to reassure anxious teens, or just to listen to someone who needed to talk. This growing mutual support system continued at the hotel.

In addition to helping each other, we received fine support from the professionals and volunteers at State, ICA and AID. We were met at the airport and whisked to the Sheraton-National Hotel, where our registration and the sorting of luggage was handled with a minimum of fuss. It always seemed as if someone was asking: "What can we do to help?" The Department provided 24-hour-a-day medical services at the hotel until the need diminished, as well as a control room that was manned around the clock. On Saturday, offices were opened by the various agencies to explain our rights, answer our questions, issue orders and hand out an advance in funds to those who were short.

We are especially grateful for the support of the Family Liaison Office (FLO) and the Association of American Foreign Service Women and its Housing Office. They cheerfully put in extra volunteer hours and willingly helped with numerous requests for information. With the help of FLO, we have now set up a Pakistan Evacuee Office which is publishing a weekly newsletter, forwarding mail and passing on information to all evacuees, both in the Washington area and around the country. (Telephone 632-9624.)

The general public, too, showed their generosity by offering housing to share, sending clothes and games, and even offering to teach if we established a school for our children.

Finally, we would like to thank all the old Pakistan hands—our former friends and neighbors—who turned up at Dulles Airport to make our arrival such an emotional and memorable experience.

Sincerely,
EMILY F. THURBER
FRAN M. CATERINI
On behalf of the
Pakistan Evacuation Group

A matter of taste

ROSSLYN, VA.

DEAR SIR:

I can't say that I "enjoyed" Mr. Traub's acerbic comment on the Moscow embassy [Letters to the editor, November]. In architecture, one applies the Latin motto *"De gustibus non disputandum est"* (in taste there is no disputing).

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However, he is in error. The building was designed by the San Francisco office of Skidmore, Owings & Merrill. The money paid the Soviets was for what they call "technical drawings." These are for the incorporation of American working drawings into the kinds of drawings used by the Soviets in their construction. These drawings include what we call "shop drawings"—drawings prepared by the contractor.

As to the architecture, Mr. Traub should hold his criticism until he has seen the finished product. It will be a handsome structure in a pleasant environment. I think the U.S. will be proud of it.

Sincerely,
WILLIAM L. SLAYTON
Deputy assistant secretary
Office of Foreign Buildings

On communicator promotions

MANILA

DEAR SIR:

I am distressed and saddened by yet another blow to the highly professional, dedicated and loyal communicators. The recent promotion panel recommended only approximately 61% of those promotions allocated in grades RU-8, S-6, 7 and 8. Incredible, when the fact is that anywhere from 35% to 45% of those eligible for promotion at any grade and any specialty in communications have performed at a level deserving of promotion.

This points out two very significant flaws that the director general failed to recognize or cope with. First, we have been so victimized in recent years that the panels start off in a negative fashion by being convinced that they must be frugal because that is what management is prepared to be. Second, the director general, instead of sending that panel back to work to increase the promotions to somewhere near those allocated, simply and routinely, dismissed them with a pat on the back for a job well done(?).

To those panelists who served

—(Continued on Page 89)

Department of State
NEWSLETTER

The NEWSLETTER is published by the Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

There are 11 monthly issues, including a combined August-September issue. Deadline for submitting material for publication is the 20th of each month.

Contributions from the field may be submitted by an Operations Memorandum with the subject title: NEWSLETTER.

In the Department, contributions should be in writing and addressed to the NEWSLETTER, DGP/PA, Room 3237. The office telephone number is (202) 632-2019.

Although primarily intended for internal communications, the NEWSLETTER is available to the public through the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Domestic subscription rate is $12.00 a year. There is an additional charge of $3.00 for foreign mailing. A single copy (domestic) sells for $1.10; (foreign) $1.40.

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THE COVER—At Embassy San'a, Yemen Arab Republic: Ambassador George M. Lane and Mrs. Lane in front of residence they share with three embassy officers. The building, typical of Yemeni architecture, highlights the gingerbread-icing whitewash covering each stained glass window. (More photos on Page 48).

MIDDLE EAST REPORT

Hostages still being held as New Year begins

People at State march in support of the captives

There was no appreciable change in the situation in Tehran as the NEWSLETTER *went to press, early in 1980.*

THE PEOPLE of the State Department and other federal agencies in Washington held a massive outdoors rally on December 21 urging the release of the American hostages in Tehran. The event, at the noon hour, began with the display of a 25-foot-long petition outside the Department's C Street entrance. This was followed by a march to the Lincoln Memorial. When the State people arrived there, they found the other federal workers awaiting them. Altogether, an estimated 7,000 persons took part in the rally—marching, singing and praying, all this bracketing an emotion-laden moment of silence on the steps beneath the statue of the Great Emancipator.

Ambassador Harry G. Barnes Jr., director general of the Foreign Service, led the march in chilly weather, and conducted the program at the monument. The program was brief, and Mr. Barnes, speaking grimly and with determination, had only a few words of his own to say: "We gather today to send a message to our colleagues in Iran and to the world . . . and that message is that the hostages must be freed." The director general then said that a communication had been received from Bruce Laingen, charge d'affaires in Tehran, who was being held at the foreign ministry in the Iranian capital. Mr. Barnes read it aloud:

"**To all our colleagues** in Government service in Washington and around the world [said the message from Mr. Laingen]. We salute you, and we join with you in this demonstration of unity and support of those who represent us in silent dignity at

Part of the crowd at the rally. ***(Photo by Donna Gigliotti)***

Ambassador Barnes **addresses the federal employees.** ***(Photo by David M. Humphrey, Visual Services)***

our embassy in Tehran. On their behalf, we send you our best wishes for the promise of peace and good will that this season represents. We know we speak for all of the hostages in thanking all of you for your friendship and support, support that is strengthened in a conviction that our cause is right. One of our Marines held hostage has put it well in a comment that has reached the press: 'I'm leaving it up to my country and my people. I've got faith in them.'

"We share that faith. We join with him and you and all the other hostages today in a special prayer that good will and the spirit of justice will guide us, Americans and Iranians alike, toward a prompt and peaceful resolution of this crisis in a way that will be worthy of these two great nations. With that spirit, and recalling words heard at this great memorial and on other occasions in this crisis, too, 'We shall overcome.' "

Part of the 25-foot-long petition. ***(Photo by Catherine Elliott)***

Delivering the invocation, Marine Corps chaplain George Evans called the attention of those participating to "a common religious heritage—Catholic, Jewish, Protestant, Muslim." "O Father," he said, "cool the frenzied passions, and give strength and protection to the captives and faith and hope to their loved ones."

The federal employees sang "God Bless America" and "Battle Hymn of the Republic." They took the moment of silent reflection while the Marine Corps band played "O Come All Ye Faithful." The program closed with Michael S. Ryan, Marine soloist, singing "Let My People Go." Mr. Laingen had requested that these songs be sung.

Earlier, Alan K. Campbell, director of the Office of Personnel Management (successor agency to the U.S. Civil Service Commission), presented the petition to Mr. Barnes. An estimated 3,000 federal workers had signed the scroll, which was addressed "To the Government and People of Iran." It said at the top: "As employees of the United States Government and as citizens of this Nation, we have sworn to defend a Constitution preserving the Freedom and Self-Determination of all peoples and all nations. Therefore, in recognition of these high principles, we urge that you free the hostages being held illegally in Tehran. Let Our People Go."

Two weeks earlier, the lobby inside the C Street entrance had filled quickly with State people as President Carter arrived, unexpectedly, at the

The march to the monument. State Department building is in the background. ***(Photo by Robert E. Kaiser, Visual Services)***

FREE THE HOSTAGES

President Carter **in the Department, flanked by** ***Secretary Vance. (Photo by Catherine Elliott)***

Bruce Laingen

"We shall overcome."

Department. He had come to attend the latest in a series of briefings for families of the hostages, on the eighth floor. The President paused in the lobby to make impromptu remarks. The "one issue," he asserted, is "the early and safe release of the hostages." He added: "I am not interested in whether the shah was a good or bad leader . . . I do not want to confuse the issue . . ." The State employees applauded. Some wept openly. When the President left, they returned quietly to their work.

International Court orders release of U.S. hostages

In a unanimous decision on December 15, the International Court of Justice called on the government of Iran to "ensure the immediate release, without any exception," of the American hostages, and to restore the U.S. embassy and consulates "to the possession of the United States authorities under their exclusive control." The Iranian government should also, the court said, afford to the hostages the "immunities to which they are entitled . . . including immunity from any form of criminal jurisdiction." These things should be done, the order continued, "under the treaties in force between the two States and under general international law.

The order was signed in The Hague by the United Kingdom's Sir Humphrey Waldock, president of the court, which is the principal judicial organ of the UN. Concurring were jurists from 14 other nations — Nigeria, Poland, Senegal, France, the United States, the Soviet Union, Brazil, Argentina, India, Egypt, the Federal Republic of Germany, Japan, Syria and Italy. A copy of the order was sent to the UN secretary general for transmission to the Security Council, which earlier had called for release of the hostages.

The court said in its ruling: "There is no more fundamental prerequisite for the conduct of relations between States than the inviolability of diplomatic envoys and embassies . . . Throughout history nations of all creeds and cultures have observed reciprocal obligations for that purpose . . . The obligations thus assumed, notably those for assuring the personal safety of diplomats and their freedom from prosecution, are essential, unqualified, and inherent in their representative character and their diplomatic function. . .

"The institution of diplomacy, with its concomitant privileges and immunities, has withstood the test of centuries and proved to be an instrument essential for effective cooperation in the international community, and for enabling States, irrespective of their different constitutional and social systems, to achieve mutual understanding and to resolve their differences by peaceful means . . . The unimpeded conduct of consular relations, which have also been established between peoples since ancient times, is no less important in the context of present-day international law, in promoting the development of friendly relations among nations, and ensuring protection and assistance for aliens resident in the territories of other States . . . Therefore the privileges and immunities of consular officers and consular employees, and the inviolability of consular premises and archives, are similarly principles deep-rooted in international law. . .

"While no State is under any obligation to maintain diplomatic or consular relations with another, yet it cannot fail to recognize the imperative obligations inherent therein, now codified in the Vienna Conventions of 1961 and 1963, to which both Iran and the United States are parties."

The court said in another section of the ruling: "The Government of Iran maintains that the Court cannot and should not take cognizance of the present case, for the reason that the question of the hostages forms only 'a marginal and secondary aspect of an overall problem' involving the activities of the United States in Iran over a period of more than 25 years . . . It further maintains that any examination of the numerous repercussions of the Islamic revolution of Iran is essentially and directly a matter within the national sovereignty of Iran. . .

"However important, and however connected with the present case, the iniquities attributed to the United

Correction

Wesley Williams, pictured here and on Page 7 of last month's NEWSLETTER, is an offset photographer in the Department's Publishing and Reproduction Division. He is *not* the Wesley Williams, Marine security guard, who was released after being held hostage at Embassy Tehran. Through an inadvertence, the NEWSLETTER last month was given the photograph of State's Wesley Williams, rather than that of the Wesley Williams who is a Marine.

Mr. Williams

State's Wesley Williams is a Civil Service employee who joined the Department in 1966. From 1967 to 1970 he was in the Army and fought as a rifleman in Viet-Nam. He returned to State after completing his military service. He lives in Riverdale, Md. He told the NEWSLETTER he had never heard of the Wesley Williams who was a hostage.

States Government by the Government of Iran in that letter may appear to be to the latter Government, the seizure of the United States Embassy and Consulates and the detention of internationally protected persons as hostages cannot, in the view of the Court, be regarded as something 'secondary' or 'marginal', having regard to the importance of the legal principles involved. . .

"If the Iranian Government considers the alleged activities of the United States in Iran legally to have a close connection with the subject-matter of the United States Application, it remains open to that Government under the Court's Statute and Rules to present its own arguments to the Court regarding those activities either by way of defence in a Counter-Memorial or by way of a counter-claim filed under Article 80 of the Rules of Court . . . Therefore, by not appearing in the present proceedings, the Government of Iran, by its own choice, deprives itself of the opportunity of developing its own arguments before the Court and of itself filing a request for the indication of provisional measures. . . . No provision of the Statute or Rules contemplates that the Court should decline to take cognizance of one aspect of a dispute merely because that dispute has other aspects, however important. . .

"It is no doubt true that the Islamic revolution of Iran is a matter 'essentially and directly within the national sovereignty of Iran'. . . However a dispute which concerns diplomatic and consular premises and the detention of internationally protected persons, and involves the interpretation or application of multilateral conventions codifying the international law governing diplomatic and consular relations, is one which by its very nature falls within international jurisdiction."

In taking its case to the court, the United States—represented by the Attorney General, Benjamin Civiletti, and the Department of State legal adviser, Robert Owen—submitted the following "Statement of Facts":

"At about 10:30 a.m., Tehran time, on November 4, 1979, during the course of a demonstration of approximately 3,000 persons, the United States embassy compound in Tehran was overrun by several hundred of the demonstrators. The Iranian Government's security personnel on duty at the Embassy compound apparently made no effort to deter or discourage the demonstrators from the takeover. Access to the compound and Chancery building was gained by cutting chains and removing bars from the Chancery basement window, and control of the first floor of the Chancery was rapidly seized. In the process the invaders took hostage the Embassy security officer, who had come out of the Chancery to negotiate with them, and four of the Embassy's Marine guards. A large group of Embassy personnel, including consular and non-American staff and visitors, took refuge on an upper floor of the Chancery.

"About two hours after the beginning of the attack, and after the invaders had attempted to set fire to the Chancery building and to cut through the upstairs steel doors with a torch, the demonstrators gained entry to the upper floor and seized the remaining personnel.

During the two hours of attack on the Embassy, no Iranian security forces were sent to relieve the situation, despite repeated calls for help from the Embassy to the Iranian Foreign Ministry, and despite the efforts of the United States Charge d'Affaires, who made contact with the Prime Minister's office and Foreign Ministry officials at the time the attack occurred. No attempt was made by the Government of Iran to clear the Embassy premises, to rescue the personnel held hostage, or to persuade the invaders and demonstrators to terminate their action. Nor did the Government of Iran take any action when, shortly after the Embassy seizure, the U.S. consulates in Tabriz and Shiraz were also seized.

"Since the time of the takeover, the Embassy personnel have been held hostage in the compound under threatening and inhumane conditions. Some hostages have been paraded in sight of the crowd outside, blindfolded and hands bound, in full hearing of menacing, chanting crowds. Inside the buildings the hostages have been kept bound, often by hand and foot, forced to remain silent, subjected to other forms of coercion, and denied communication with their families and U.S. officials. Embassy records have been ransacked.

"During the entire time and with the support and assistance of the Iranian authorities, demonstrations have been occurring outside the compound, often quite vociferous. A crowd of hundreds of thousands of demonstrators converged on the Embassy on November 22.

"Those holding the hostages have refused to release them and have conditioned their release on various unacceptable demands. They have threatened on several occasions that, in certain circumstances, the hostages would be put to death. While 13 hostages were released on November 18 and 20, at least 50 Americans remain in captivity, virtually all of whom are diplomatic agents of the United States or members of the administrative and technical staff of the Embassy. The group holding the Embassy has asserted that the remaining hostages are guilty of espionage and will be tried for their "crimes" if their demands are not met. Non-Iranian outside observers have been permitted only limited access to the hostages. It is not certain that all persons held have been seen, and the conditions during these few visits did not permit free communication with the hostages.

"During this continuing ordeal, the Government of Iran is failing and refusing to make any effort to secure the release of the hostages and the return of the Embassy and consular premises to the United States' control. The Government has refused any direct substantive contact with United States Government officials in Tehran or at the United Nations. It refused to admit the special emissaries sent to Iran by the Government of the United States. The United States Charge d'Affaires, who was at the Foreign Ministry at the time the attack began, has been confined to the Foreign Ministry and denied free access both to his diplomatic colleagues from other Embassies and to senior Iranian officials.

"Moreover, the Government of Iran, from an early stage of the crisis, has given direct support and encouragement to the group holding the Embassy. Members of that group have been permitted to come and go freely from the compound. The Government of Iran has refused or ignored the repeated requests of the Government of the United States to free the hostages and to restore the Embassy compound to the possession of the United States. The Government of Iran has supported the demands of those holding the hostages, has endorsed the charges of espionage leveled against Embassy personnel, and has threatened to place the personnel on trial for espionage."

The United States charged that Iran had violated the 1961 Vienna Convention on Diplomatic Relations, the 1963 Vienna Convention on Consular Relations, the 1973 Convention on the Prevention and Punishment of Crimes against Diplomats, the 1955 U.S.-Iran Treaty of Amity, and the charter of the United Nations.

Operations suspended at Embassy Tripoli following attack

The United States has "temporarily" suspended "normal operations" at Embassy Tripoli because of an attack against the U.S. installation in the Libyan capital. Announcement of the suspension was made by State Department spokesman Hodding Carter III on December 5, three days after the attack. Mr. Carter said:

"This follows previous demarches that we have made in Washington, New York and Tripoli. The responses to these demarches have not been satisfactory. We are asking the Libyan Government to acknowledge clearly its share of the responsibility in what happened to our embassy last Sunday, and to give restitution for the damages. We also want firm assurances about the future safety and security of our embassy and its personnel. In the meantime, we are temporarily suspending normal operations of our embassy in Tripoli."

Here is an account of what had happened, as given to the press by Hodding Carter on December 2:

Killed in Pakistan

Cpl. Crowley **Mr. Hussain**

Pictured above are two of the four persons who lost their lives when the U.S. embassy in Islamabad was attacked on November 21. They were Cpl. Steven Crowley, Marine security guard, and Nazir Hussain, a Foreign Service national employee. Photographs of the two others—Bryan Ellis, Army chief warrant officer, and Sharafat Ali, also a Foreign Service national employee—were not available.

"Today at 10:15 Libyan time, a crowd which began as a group of demonstrators attacked our embassy in Tripoli. By about 10:30 Libyan time, there were some 2,000 people in the narrow streets immediately outside the building, battering on the door, clambering up to the second-floor balcony windows, and generally assaulting the building. Our employees and our official group there all escaped without harm. Included in the number were some 12 members of our official embassy group, which is the number at this point authorized for that post: six Libyan national employees of the embassy, a visitor, and two wives of embassy officials. By 11:30 Libyan time, all of the people in the embassy were safely dispersed. . .

"Let me say a few things about the security situation at the time of the attack. While Sunday is normally a work day at our embassy in Tripoli, the fact is we have had some reason because of recent events to be concerned about security, so while everyone was there working, the front doors were locked, and the public was not being admitted. There was, as there has been, one policeman outside the door. We had as recently as yesterday asked for additional protection. That protection was not present this morning.

"The demonstrators who made the assault included a large number of people who go under the name of 'militia,' which would be something of a misnomer by our standards, but basically have some kind of a distinctive uniform. Usually they are people who work in the oil fields and the like. It's not quite as military a designation as it would be here, but they can be distinguished. We do not have a Marine unit at this particular embassy. Our representation with Libya is full, but it is at the chargé level, not at the ambassador level.

"Within the last few days, as part of the implementation of the Secretary's and President's decision to withdraw on a temporary and voluntary basis dependents and nonessential personnel, 12 of the 26 official dependents had left Tripoli. Eleven of those are here in Washington; the 12th is in Europe. It was already planned that the remaining 14 dependents would leave on commercial flights tomorrow. Their tickets are in hand and have been, and they will be leaving. . .

"The basic unofficial American representation in Libya is somewhere between 2,500 and 3,000 people. The name of our chargé, if I have not told you, is William L. Eagleton. He's been in Tripoli for something better than a year. He is an Arabist, an expert on the region. . ."

U.S. will reduce its mission in Chile

Because Chile has "in effect, condoned [an] act of international terrorism," the United States has indicated its displeasure by announcing it would reduce its mission in Santiago and take other steps. Here are excerpts from a statement read at a press briefing on November 30 by Department spokesman Hodding Carter:

The government of the United States has been reviewing our relations with the government of Chile, in light of Chile's actions with respect to the assassination [in 1976] of Orlando Letelier, a former ambassador of

Chile to the United States, and Ronni Moffitt . . . Three officers of the Chilean intelligence service . . . were indicted for having planned and directed the killings . . . The United States sought the extradition from Chile of the three Chilean officials, but on October 1 that request was denied by the Chilean Supreme Court. The court also chose not to call for a Chilean investigation of the murder charges.

The government of Chile bears a two-fold responsibility in this matter. *First,* the three men indicted for having planned and directed the killings were officials of that government and included the former head of Chile's intelligence service. The overwhelming body of evidence amassed by the Department of Justice makes it likely that the charges against these officials would be upheld if a fair trial could be held. *Second,* for over 20 months the government of Chile has made no serious effort to investigate or prosecute these crimes on its own.

The government of Chile has thus, in effect, condoned this act of international terrorism. It now seems likely that the men who planned and directed this crime, committed on the streets of our nation's capital, will go unpunished. We believe it is essential that we make clear, both to the government of Chile and to others throughout the world, that such acts of terrorism cannot be tolerated. Accordingly, the President has concluded that the following measures should be taken:

(1) We shall reduce the size of our mission in Chile;

(2) By January 1, 1980, we will terminate the foreign military sales [FMS] "pipeline" to Chile and will thereby terminate all deliveries of military equipment to the government of Chile by the U.S. Government;

(3) The Mil Group now stationed in our embassy in Santiago will be phased down as the FMS pipeline is reduced. At the end of this year, we will assess whether the Mil Group should be completely eliminated.

(4) Pursuant to the Export-Import Bank Act and to authority delegated by the President, Secretary Vance has determined that suspension of Ex-Im financing in Chile would "clearly and importantly advance U.S. policy" in combatting international terrorism. Ex-Im is, therefore, immediately suspending all such financing.

(5) OPIC [Overseas Private Investment Corp.] will not approve any further guaranties or undertake any new activities in Chile.

Chile's deplorable conduct in this affair, and in particular its refusal to conduct a full and fair investigation of this crime, demand the actions we are taking today, which constitute a strong reaffirmation of our determination to resist international terrorism.

Senator offers proposal

Sen. Jim Sasser (D.-Tenn.) has introduced a resolution advocating reciprocal agreements under which security forces at participating embassies in a given country would come to one another's assistance in the event of an attack against one of the embassies. ■

SANTO DOMINGO—Ambassador *Robert L. Yost* presents Meritorious Honor Award to *Michael Billick*, general services officer, for his performance in Kabul, Afghanistan, during the July evacuation of personnel. From left are *Wayne Logsdon*, assistant general services officer; *Carlos M. Yordan*, administrative counselor; *Patricia Ratcliff*, rotational officer-administration; Mrs. *Catherine Billick* and son *Michael;* Ambassador Yost, Michael Billick, and *James Tull*, deputy chief of mission.

Life in the Foreign Service

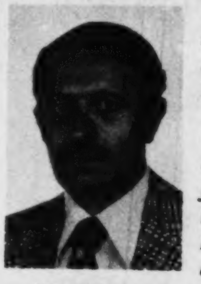
By Sanford Watzman

Editor, Department
of State Newsletter

RECENT EVENTS in Iran and the Middle East have startled Americans into a sudden realization that life in the Foreign Service can be dangerous. The peril extends not only to unarmed diplomats and their secretaries and other aides, but even to the combat-ready Marines whose duty it is (symbolically) to protect the very civilian-minded civilians who work in our embassies and consulates. Now that the average American has been made aware of this job-related hazard, he knows more than the nothing that he used to know about the Foreign Service. But that's only the half of it. In fact, less than half. Joe Doakes still doesn't know what the people of the Service have known for years, and only too well. This is that, aside from being dangerous (and even where it isn't particularly so), life in the Service can be very rough. Nothing classified about this, you understand—yet it's a secret to Mr. Doakes, who is forever preoccupied with his own employment problems 'way out there in someplace like St. Louis.

Has Mr. Doakes ever heard of Vientiane? No. Of Dacca? No. Does he know that it's cold in Kiev? No. That it's hot in Bamako? No. That gasoline is dirt cheap in Caracas, but that traffic tie-ups are so severe that people are not allowed to drive once a week? No, Mr. Doakes doesn't know this. When you say Foreign Service to him, he thinks of Paris, of Rome, of London—and he gets a bit wistful about it, wishing he could be there. Funny, isn't it, that a majority of the people in the Service share this same longing? Mr. Doakes would be surprised to hear this. He doesn't stop to think that, in the assignment process at the Department of State, most employees and their families find it as difficult as he does to get to Paris, Rome or London and in fact would settle for a post somewhere overseas that has only the comforts of good ol' St. Louis.

These articles mark the first time that the NEWSLETTER *has sent a reporter overseas, to write on the scene about life in the Foreign Service. Before joining the Department three years ago, Mr. Watzman was a Washington correspondent for the Cleveland Plain Dealer. He has also worked on Capitol Hill. He is the author of "Conflict of Interest: Politics and the Money Game" (Cowles Book Co., 1971). Ambassador Ronald D. Palmer, deputy assistant secretary for personnel, assisted him in preparations for the trip, as did the staff of the Office of Foreign Service Career Development and Assignments, in the Bureau of Personnel, and post management officers and desk officers in State's five geographic regions.*


Mr. Watzman

Mr. Doakes might know very little about life in the Service, but then again he's not part of it. More remarkable is the fact that State Department employees themselves know so little about living in the places where they might be assigned. It's true that, by and large, they do know where Vientiane is, they *have* heard of Dacca, they're aware that Kiev is the capital of the Ukraine, that Bamako, always poor, is poorer than it was 10 years ago, and that Caracas is very much the opposite—a parvenu among world capitals. Yes, mention a capital to one of our people and, unlike Mr. Doakes, the State Department man or woman does think in multidimensional terms. Since they might be going there to *live*, rather than vacation, they ask whether the capital has good schools for their children . . . medical care . . . facilities for sport and entertainment . . . electricity . . plumbing . . . employment opportunities for the spouse (usually, of course, the wife). Still, all this sensitivity about conditions there is not the same as really knowing the places. In other words, there are aspects of life in the Service that are almost as hidden from our own people as the life as a whole is from Mr. Doakes.

What is it that our people don't know? Well, some might not know they have colleagues where the lights go off, where there is little to do, etc., who actually like it where they are. They have elected to extend their tours in these places, forgoing assignments elsewhere. Despite some very real and very elemental problems for them and their families, having to do with just plain living, they are finding rewards—in terms of job satisfaction, say—that they themselves had not anticipated. They can tell you now, right from the scene, that Vientiane, though isolated, is exotic; that Dacca, though steeped in poverty, is a place where you *can* have fun; that Kiev, though not at center stage in the Soviet Union, is not in the wings, either; that Bamako, that most un-Western of African capitals, has a fascinating culture of its own; that Caracas, which has urban problems rivaling those of New York, also has a mountain to climb, only 10 blocks from the U.S. embassy.

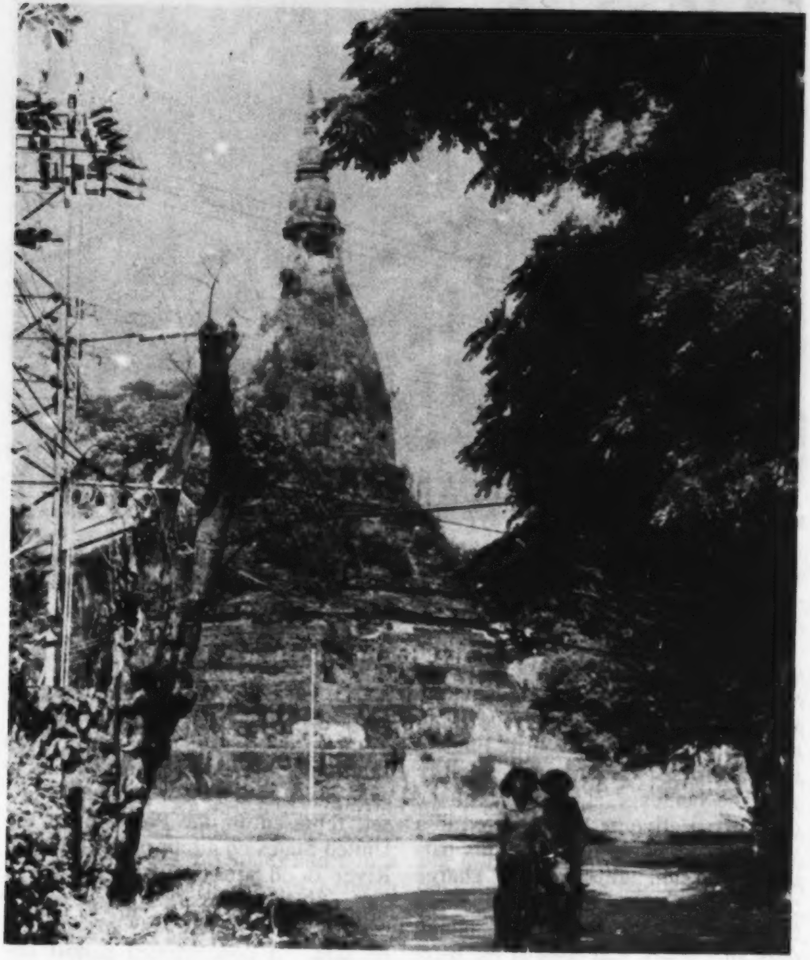
I happen to know such things about these places because I went there on behalf of the NEWSLETTER. I wanted to spend time with the Foreign Service families who, invisible to most Americans, represent the United States in un-Parislike posts. I went in October and early November (and was returning to Washington from Caracas when the trouble in Tehran started). Why these five particular places? Because I thought it would be interesting to select at least one post in each of State's five geographic regions where Foreign Service people have shown no eagerness to serve. The five posts were not presumed to be typical of each region, nor were they necessarily the least popular in their areas. Their lack of magnetism in the assignment process at State is, of course, no reflection on the people or government of each country—Washington itself must appear to have drawbacks for the foreign diplomats who serve here. Rather, the selections were made because each of the five posts, while similar in some respects, present a different set of problems to resident American Foreign Service families. If nothing else, this shows the *variety* of challenges confronting our people. And my talks with our men, women and children did show that quite a few of them see advantages in being where they are. Some rue the day they got there, but others praise it, and—believe me, they said—there are even those who at this time in their lives prefer their present posting over anyplace else, including the United States.

VIENTIANE: The 'old-time' diplomacy

SHARON WALTON, the secretary at this tiny but important embassy in Laos, in southeast Asia, is "into everything that's going on." "I guess there isn't anything that doesn't cross my desk," she said. "I'm the secretary, but I also attend professional staff meetings as one of the staff, and I'm treated like a professional." That's one of her roles. Also, as a colleague describes her, she is the Perle Mesta in this ancient Land of the Million Elephants. Not long ago, returning some invitations she had received, she was hostess in her home to 16 bridge players, including the ambassadors of Great Britain, Japan and Australia. She was co-hostess at another party for 100 that was adorned by the presence of still more ambassadors. This was an old-fashioned American barbecue featuring chicken, hamburgers, cole slaw and ice cream cones. All the diplomats roasted marshmallows. These festivities were at the home of communicator Randall Dudley. "That's one of the things I like about a small post like this," said Mr. Dudley, who

Sharon Walton* on the courier run. *(Photo by Sanford Watzman)

Victory Arch—a Vientiane landmark. *(Photo by Sanford Watzman)*



is 30. "Here you get to mix with people of all ranks. At my last post, in Brussels, I never got to associate with *any* members of other diplomatic missions, let alone the ambassadors. Communications people just never get invited to big social doings in Brussels."

The elephants are long gone from the capital of this landlocked nation—the only one of three in Indochina that retains an American embassy. Also gone for the most part are the French and their influence. And absent too, except for a handful remaining in the embassy, are the 1,500-odd Americans who helped guide the affairs of this former kingdom until the mid '70's. "When I arrived here just a week ago," said Leo Moser, the U.S. charge d'affaires, "I ran across an embassy phone directory from 1973. My god, there were a couple of pages just of people whose name began with 'C'!"

The embassy complex today, like much of Vietiane itself, where

That Dam (the Black Tomb) is a few hundred yards from the U.S. embassy. Legend has it that a dragon who had helped defend the Lao people is buried there. *(Photo by Sanford Watzman)*

Leo Moser and John Boardman. (Photo by Philip Gutensohn)

stores are shuttered and closed, looks like a ghost town. There are no Marines or other guards at the gate. Across the street in the administrative compound, the huge yard that used to be clogged with vehicles is virtually empty. I stood outside on Rue Bartholomie for nearly an hour. No one drove by. No one came walking up to the gate to seek the services of the Americans inside.

But inside the building, in an eerie sort of way (the milieu seems unnatural to a visitor from Washington, since the phones seldom ring), plenty is going on. "This is a very traditional Foreign Service post," said Mr. Moser, 50, an FSO-1. "The kinds of jobs and functions we have are more like they were in some other era. It's not like sitting around in some European capital where everything is done with telegrams and computers. Here it's the people who count—each individual. We make contacts and we use our human intelligence. We don't spend a lot of time with tourists and lost passports. What we carry on here is traditional diplomacy in a very old sense. We're not narrow and specialized; we're real diplomats in the dictionary sense of the term. This includes the communicators and the secretary and everyone else. They're part of a diplomatic corps all the way through."

But in Vientiane, as in all other U.S. embassies (whether powered principally by people or by computers), the product is paper. Into the chargé's office, lugging a heavy report, came the political officer, John Boardman, 37. He seemed more winded schlepping along that day's work than he had seemed earlier that morning on a two-and-a-half-mile jog through the broad streets of this small-townish capital. (Scrawny chickens and turkeys—the latter introduced to Laos courtesy of AID—scurried to the side of the road as Mr. Boardman ran by. The only other traffic at that hour consisted of strolling Buddhist monks—elderly men and young boys—in saffron robes, and a few tricycle rickshaws.)

Douglass Rasmussen at the marketplace. (Photo by Philip Gutensohn)

Mr. Boardman and the young consular officer, Douglass Rasmussen, speak the difficult Lao language, which is related to Thai. This is an asset in a country where little English is spoken. Mr. Boardman's facility with the language is symbolic of the deep perspective he has acquired in a year and a half on the job. This particular session with the new chargé took on some of the aspects of a briefing since Mr. Boardman, though only an FSO-5, had been at the helm for a month until Mr. Moser arrived. This had been the third time when, for some 30 days, Mr. Boardman was called on to take over affairs of the mission because the principal officer was away. (An American ambassador, for sundry reasons, has not yet been accredited.) In fact, Mr. Boardman hadn't been in Vientiane even six months when he found himself representing the President of the United States on a tour of the Mekong River flood areas with ambassadors and chiefs of mission of 20 other countries. "When I was in Seoul," he said, "I concentrated almost en-

Chat Boardman*, wife of the political officer, at her loom. She has taken up weaving—Laotian style. *(Photo by Philip Gutensohn)

tirely on the politics of that nation. But here, in addition, I'm into our relations with a lot of other countries and the UN. I hadn't thought that an officer of my rank would be given this much to do. It's very gratifying."

For Mr. Rasmussen, 29, the consular officer, this was the eve of his departure for the States and a tour in the Department on the Korean desk. He had mixed feelings about leaving, as he had had on his arrival in 1978. "Professionally, I wonder whether I'll ever equal what I'm experiencing here," he said. "But the bad points for a Foreign Service officer should be obvious, too. I guess one of the worst is the travel restriction on us—we can't go anywhere in Laos beyond a 15-kilometer radius from the center of town. I find that pretty stifling. We can look across the Mekong and see Thailand, but we can't even take the ferry there any more to go shopping or whatever. The big thing for us now is to take turns once a week flying into Bangkok with the pouch. That gives us a chance to get away. . .

"I say get away, but I don't mean there's anything here that you want to run away from. Just the opposite. It's really very nice here, but anyone needs a change once in a while. The city is very quiet—no noise, no traffic to speak of, no pollution. The people are delightful and easygoing. The whole place is picturesque—really exotic. You have all those Buddhist pagodas around town and all sorts of weird antiques and weavings that you can buy in the marketplace. At work, I'm pitching in with everyone else, doing all sorts of things and taking on responsibilities that I don't think an O-6 would have anywhere else. There's swimming, there's tennis, there's the Australian club—where things are always hopping. I've even had Souvanna Phouma once for a bridge partner—a guy who's a real historical figure. But the fact is that it's still a small place and you find yourself generally with the same people time and again. I'm not going to knock the way I live because I have a large house with servants. But I'm still single and all of that can get to be too much. I'm sure I'd feel differently if I had a family."

Philip (Mike) Gutensohn, 42, the administrative officer, does have a family—but nonetheless he too lives alone. Good medical facilities are lacking in Vientiane, and there is no accredited school for older American children. So Mr. Gutensohn's two sons and two daughters have stayed behind in Bangkok, where Mrs. Gutensohn works for State in the Foreign Affairs Data Processing Center. Thanks to leave time and the courier run, Mr. Gutensohn is able to get intervals in the Thai capital with his family, but his life in Vientiane, after working hours, is a lonely one. "What makes it worthwhile," he said, "at least for this one tour, is that I'm in the administrative field here, which I like very much. And which, I might add, affords me some potential for promotion. I've been a communicator and I've been in security—I've been in Africa, in the Near East and the Far East. From a job standpoint, this has been the best right here."

It's the job that "makes all the

Connie Wagner **with Foreign Service national employees.** ***(Photo by Philip Gutensohn)***

difference'' for Connie Wagner as well. An FSS-6 and a secretary, she arrived in Vientiane in August on a two-year excursion tour as the general services officer. ''As a secretary, 4 is the highest I can go,'' she said, ''but in the administrative cone I could go all the way to a 1. I think this is a great opportunity for me, and I'm just enjoying myself not having to sit behind a typewriter eight hours a day. The isolation hasn't gotten to me yet. I guess I know how to cope with it—I've served in places like South Yemen and the Fiji Islands. What you generally find in a small post like this is people who are adaptable and who become good, close friends. I'm taking tennis lessons and I'm taking Lao lessons, so there's no monotony for me. I'm also giving myself lessons on how to bargain in the marketplace. That's real fun.''

The job is the thing also in the communications section, according to the two men who work there—Mr. Dudley and his boss, Tom Holbrook (who's the husband of Sharon Walton, the secretary). ''For us, this is the most challenging post there can be,'' said Mr. Holbrook. ''It's probably the only one in the world where there's no technical backup in case of equipment failure, so Randy and I are completely on our own and we have to rely on ourselves to keep things in working order. I think we're at one of the few posts, too, that is strictly on high-frequency radio. All this is a big plus for me, because I like to work with the equipment. You've seen Gary around here [Gary Richardson, a regional communications officer based in Manila]—he's a technician and he's helping us with some problems. But he couldn't get here until six weeks after we put in the call for him, and in the meantime Randy and I have had to solve all the day-to-day problems.''

Mr. Dudley had been scheduled to leave Vientiane next July, but he

Randall Dudley. ***(Photo by Philip Gutensohn)***

has extended his tour another year. "We can save money here," he said. "We're trying to live on my wife's salary while banking my own—she teaches in the international school. We've got this place picked out on the Blue River in Colorado, and when we get back to the States we're going to build a cabin there. And next year we want to be starting a family. If I already had kids, I'm sure I'd think twice about staying here."

The only American child at the international school, in fact the first who has come to live in Vientiane since the present government came to power in 1975, is Mr. Moser's six-year-old son, Robert. "My wife and I intend to put in a lot of time educating our boy," said Mr. Moser. "If he were older than he is, it would be a lot tougher for us. This isn't an easy post. People who contemplate coming here should look very hard at the advantages and disadvantages."

***Robert Moser*, left, with his schoolmates. (*Photo by Philip Gutensohn*)**

DACCA: Employees extend their tours

WHEN YOU LOOK at the statistics for Bangladesh—this small, desperately poor, very hot and humid country in the northeast corner of the Indian subcontinent—you do expect to find crowds when you get to Dacca, the capital. This is the most densely populated nation in the world (some 85 million persons in an area not as large as Wisconsin). If our own country had as many human beings per square mile, everybody in the world—*everybody*—would be jammed into the United States.

So you do expect to see crowds. But, even then, you're startled by the actual sight of them. It's not so much their size; no doubt you've seen as many people scrunched together back home on a busy shopping street. But the remarkable thing about the crowds in Dacca is the way they behave. They are not impersonal. People don't just hurry past you as in, say, Chicago—brushing your shoulder without noticing you. In Dacca, you discover to your amazement, the crowd *does* notice you. In fact, you are the center of attention.

- **An old-fashioned** paddle-wheeler is docked at the Buriganga River waterfront. You want a picture of it, so you elbow your way through a mass of people to get close. You take out your camera and begin focusing it. But then you stop. You look up to find that the crowd is focusing on *you*. It's a male crowd (the women are at home) composed of men and boys of all ages. Their arms are folded. They make no attempt to communicate with you; they merely gaze at you. They're curious. You put the camera back in the case and walk a few feet to your right. The crowd moves with you. When you stop again, they stop too. They are not unfriendly. You do not feel threatened. But you do feel you're in a cage.

- In Tongi, near Dacca, there's a throng in the marketplace. You go there, as does the U.S. ambassador, David Schneider, and his deputy chief of mission, John Helble, to get a feel for the lot of the Bangladeshi people. Here, too, you can't escape notice. The beggars zero in on you. They are maimed (self-maimed?) in the most outlandish ways. The mores of America have conditioned you not to gawk, so you move on. You are determined to steer clear of any more unpleasant sights and you think you're succeeding—and then the unspeakable happens. A little boy, not more than five years old, has spotted you. He rushes toward you crying for a handout. Cradled in his arms is a baby who appears to have been removed from Auschwitz. The baby is dead. A Foreign Service national employee shoos the boy away. You must not give alms, you are cautioned, or you will attract more boys with dead babies.

* * * *

This is the sort of environment, you would think, to cause Americans working in Dacca to say they've had

Ambassador Schneider*, center, in the Tongi market. *(Photo by Guilford Queen)

enough, they want to go home. Staying in Bangladesh doesn't harden an American. Even Ambassador Schneider, a career man in the Service and a veteran of the subcontinent, says: "I feel it here in the pit of my stomach. If you're an ordinary, churchgoing American, this is hard to take. We Americans have a conscience, and this means that the pervasive poverty presents a psychological hazard to our people at the embassy."

Yet there is solid evidence that the morale is high. It is not limited to the testimony of people I interviewed for the NEWSLETTER, but goes beyond that. It extends to what the Foreign Service men and women are telling the Department itself. Many of them are saying they want to stay. Political officer Carl Taylor has tacked another

Dacca street scene. *(Photo by Guilford Queen)*

year on to his tour; so have secretary Josephine Ferebee and regional security officer Brad Updegrove. Communicator Joseph Zeman and his wife, Rebecca Zeman, the embassy nurse, have extended their tour by two years. So have general services officer Ronald Gain and his wife, Phyllis Gain, a secretary. Ditto for Richard Plamondon, budget and fiscal officer, and James Hao, assistant administrative officer. Administrative officer Grafton Jenkins has signed on for three years—more than the minimum. One explanation you hear was voiced first by a Foreign Service officer, then echoed by a Foreign Service Staff officer: "We've got great leadership. We've had Ambassador Schneider, who knows this part of the world inside out, and now an old pro like John Helble, the DCM, has been sent out here too. You learn a lot from people like that."

Sherry Pressley. *(Photo by Sanford Watzman)*

"I'll tell you why *I* like it here," said Sherry Pressley, the family liaison officer, "and why I think others do. I think it's because it's a small post and we're very close. You get the feeling here that the other Americans will take good care of you. My husband (Don Pressley is with AID) and I arrived a couple of months ago with our two small children. It was 3 in the morning when the plane landed. But—would you believe it?—there was a whole group waiting to greet us at the airport. They had handled everything for us, got everything ready. They took us to where we were going to live, and we found that food had already been bought, the place was clean, the beds were made. We just walked right in and went to sleep."

Josephine Ferebee, secretary to deputy chief of mission. *(Photo by Guilford Queen)*

Mrs. Pressley's children are her daughter, Ché, 5½, and a boy, Jim, 1½. "What I enjoy most is the fact that I have so much time to spend with the kids," she said. "The help I have in the house gives me the freedom to do that. I have a cook, a bearer (butler), an iyah (nursemaid) and a gardener—obviously I couldn't afford all this when I lived in Alexandria. There are lots of children here; it sets the tone for the whole post. And all the parents have time to be parents. I know two AID couples—Arnold Radi and his wife and Tom Oliver and his wife—who have signed up for a *third* straight tour in Dacca, and I'm sure it's because they're having such a wonderful time with their kids. We have 72 American children in the international school, from kindergarten through eighth grade, out of a total of some 250. And there are 46 foreign missions here, so you can see what a good international mixture there is for the children at the school. This is the kind of thing that makes the rest of it bearable—I mean the electricity going out and the ants and the cockroaches, and now the lastest thing: the grasshoppers, which you have to keep spraying."

Vice consul Jonathan Anderson, 27, has a different set of reasons for feeling positive. "Okay, there are no castles to see here," he said. "No artifacts. It's a delta country; nothing can last long because the river comes and washes it away. It's a flat and monotonous landscape. But there *are* the people. That's what has brought me here—a desire to learn how the rest of the world lives, what people outside the United States think and

Jonathan Anderson* walks to work. *(Photo by Guilford Queen)

Carl Taylor* at the riverfront. *(Photo by Sanford Watzman)

feel. I happen to come from a strong Christian background and I believe in love for my fellow man. But if I don't know anything at all about my fellow man, how can I love him?

"My wife and I and our two little girls got here just five weeks ago. We're living in a duplex—a house is too large as far as we're concerned. I think Mary might be the only American wife here who doesn't have a cook or the other servants, except for a nursemaid. It's just not our style. I've heard the argument that, by not having help in the house, we're actually denying employment to some people who badly need it. But we make up for this just by giving a whole lot more to charity. And I really want to get to know the people here. I've got my master's from American U. in Washington, but I intend to enroll in Dacca University. We're going to take that boat trip too, through the delta. It wouldn't make sense for me to come here from half-way around the world and then just stay all the time in a semi-Americanized diplomatic community."

"*Semi*-Americanized," with accent on the prefix, appears to be a good descriptive word. For while the Americans here obviously live well, compared with the indigenous population, it's not an altogether American life style. Even money can't buy it for you back in the States. The overtones of the British colonial days in Dacca remain. As you approach the gate to the ambassador's house, or to Mr. Helble's, the guard greets you with a British military salute. Inside, the bearer receives you—then waits on you—with a correctness and grace that you would have thought was reserved only for royalty. This is his profession, and you realize that, though it all makes you feel vaguely un-American, to balk would be to hurl an insult.

John and Joan Helble and their teen-age daughter, Ramona (for whom there is no accredited school—she is tutored privately) comprise a study of a Foreign Service family in step with the diplomatic requirements, while retaining their American souls. Their egalitarianism not only survives, but triumphs. Mr. Helble takes the drink from the bearer's tray, and says afterward to his visitor: "I've got this T-shirt that says: 'I'm John.' Joan bought it for me. I guess John is all I ever wanted to be, and I have to keep working on it here, or else I wouldn't be any good to our people at the mission or to the President of the United States."

It seems that no American can be happy with a caste system. Mr. Zeman, the communications chief, said: "You want to know why I've decided to stay at this particular post? It's because we're a small group here, and all of us work together as a team. I came here from the NATO headquarters in Europe, and there you had like 40 generals and three ambassadors and three DCMs and all of that. Everything was rank-structured. I just don't go for that."

Carl Taylor, the political officer, appeared to be reflecting, in essence, the same values when he described his own situation. "I guess I like it here because of the basic political system," he said. "I can feel at home in it; it makes my job all the more interesting. Democracy here might not be up to the standard of the League of Women Voters, but you do have

Helble, that is. (Photo by Sanford Watzman)

lively debate; people are uninhibited and don't hesitate to say what they think. On any day you're free to walk into the parliament, and from the visitors' gallery you can see a lot of shouting and table-banging and opposition parties—there's about a dozen of them—stalking out. There are a tremendous variety of political figures I can talk to, ranging from the far right to the far left, and everyone I want to see is accessible to me."

Mrs. Zeman, the nurse, said: "I think almost everyone is happy here. The problem I have is to keep them healthy. Dr. Schadler (John A. Schadler, the regional medical officer based in Dacca) and I can take care of some things here, but if a hospital's needed, Dr. Schadler has to send them to Bangkok. The big hazard is the parasite you get from food contamination. Generally you're safe—but only if you take our advice. You have to be very careful with the foods you eat."

"I'm careful" said Mrs. Gain, the secretary, "just like most people, and I have no problem. In fact, I've never felt better. When you jog, as Becky (Mrs. Zeman) and I do, you stay in shape."

KIEV: An offbeat post

Mary Schenk and Spook. (Photo by Sanford Watzman)

THIS U.S. Foreign Service post in the Soviet Union's third-largest city is in a residential apartment building at 15 Gorkiy Street, not far from downtown. Uniformed Ukrainian guards stand outside and look you over as you enter. The American offices are on the second floor and two American couples reside on the third floor. Ukrainians live in suites above and below. Only rarely do they encounter the Americans. When they do, there is a polite exchange of greetings—nothing more. The people on the first floor have their own side entrance. The people on the fourth floor have their own rear staircase.

Spook, an attentive black cat, inhabits the American quarters. As you move from room to room, Spook is there ahead of you, crouching and watching you. You should be getting the picture by now—this is not a normal Foreign Service post. In fact, by official fiat, it's not normal. For this is not an embassy; it's not a consulate; it's not an interest section. The American mission is known formally—strictly—as the Kiev advance party. It has had this designation for more than three years. At some time later this year, when building construction is completed on Striletska Street, the mission will become a consulate general and more Americans will arrive.

For the time being, affairs are being handled by seven Foreign Service employees whose most frequent contacts are with each other. David Swartz, recently promoted to FSO-3, is chief of the advance party. His deputy is Bruce Kressler, and Gayle Oechslin, Mr. Kressler's wife, is the budget and fiscal officer. The others are Harlow (Chips) Carpenter, administrative officer; Jerszy Hauptmann, general services officer; Victor Jackovich, cultural attache; and Mary Schenk, secretary. There are a few Foreign Service national employees. And there's Spook.

Spook is the only American—adopted, that is—who doesn't feel somewhat lonely and isolated at times. If his is an offbeat presence, so is that of the advance party itself. It is the only foreign mission from a Western country in Kiev; all the other diplomats are from Communist countries in Europe. There is little of the diplomatic life here. Mr. Swartz has never been to the home of another consul general for dinner, probably because—strictly speaking—he is not himself a consul general. Since he is not a full-fledged member of the consular corps, he has not been able, either, to call on the Ukrainian ministers. Mr. Kressler, as the consular officer, has assisted U.S. tourists, but he cannot issue passports or visas because this post is not yet officially a consulate general.

But the Americans have good reason for being in Kiev, and, of course, once the building on Striletska Street opens for business, the anomaly of it all will recede into history. The basis for the American presence is an agreement worked out between President Ford and President Brezhnev in Vladivostok in 1974—the Soviet Union would establish a consular post in New York (apart from its UN mission there) and the United States would open one in Kiev. Much earlier, there had been such a trade-off involving San Francisco and Leningrad.

Kiev, with a population approaching two million, has been called "the mother of Russian cities." It was the center of Kiev-Rus, a Slav state that prevailed some 1,000 years ago in this region between Moscow and the Black Sea. Today it is the capital of the Ukrainian Soviet Socialist Republic. A focal point of Soviet culture, it is an uncommonly beautiful city—justly proud of its numerous parks and open spaces. Some of the parks rise high above the Dnepr River, which runs through Kiev. There are sand beaches along the Dnepr, and people swim there when it's not too cold. While the city has a new subway and other modern trappings, there are aspects of it that remind you of American cities 50 years ago. There are small stores. There is cobblestone paving. And there are streetcars.

Bruce Kressler* and *Gayle Oechslin* with Ukrainian guard, as it snows at entrance to advance party headquarters. Guard booth is at right. *(Photo by Sanford Watzman)

David Swartz **and his bandura.** ***(Photo by Sanford Watzman)***

"This is one of the really important posts in Europe and in the Foreign Service generally, considering the alignment of forces in the world," Mr. Swartz said. "I know this might sound like boosterism on the part of someone who's assigned here, but there are facts to back up what I say. This is not an out-of-the-way place. The Ukraine is not only the breadbasket of the Soviet Union; it's also the center of the steel and coal industries. And, both in a formal sense and in actuality, it has an identity of its own. There's a foreign ministry here that means something. The Ukraine, after all, has its own mission and its own vote (never mind how predictable it is) at the UN in New York. It also has legations in Geneva and at UNESCO headquarters in Paris. Think of the really unique opportunities that this affords a Foreign Service officer serving here. Ours is the only post in the capital of a Soviet republic. I don't count the embassy in Moscow because our people there really have no contact with the ministers of the Russian republic, as distinct from the Soviet Union. I've been something of a specialist in the Department on Soviet affairs, and I can tell you that the ministers of the Ukraine—the minister of power and electrification, the minister of trade, the minister of health—are important decision-makers with lots of discretion. We have a lot to learn from them, and they're good people to get to know. Keep in mind that they're on the rise in the Soviet system, that you might be making an early contact with someone who will later be going to Moscow. Khrushchev got his start here in the Ukraine as an official of the party and the republic. So did Brezhnev."

Nothing narrow about Mr. Swartz. He is the compleat Sovietologist. Within reach of his desk is a bandura—a sort of Ukrainian mandolin. He takes lessons on it and sings folk songs. "You have to make a life for yourself here," he said, "because the way things are, at least until this becomes a true consulate general, there isn't all that much to do with your spare time. I've said in communications with the Department that anyone coming here should have a stable home life, a closely knit family. That helps. Ronna and I and the kids—Paul, who's 11, and Jennifer, who's 10—know how to entertain ourselves. We were told at first that there'd be an accredited American school for Paul and Jennifer, but it didn't work out that way. They're taking correspondence courses through Calvert School in Baltimore and my wife, who's a trained teacher, tutors them."

Mr. Carpenter, 37, the O-5 administrative officer, also has two children—Nathan, 3½, and Stacey, 1½. Nathan is in a prekindergarten class in a Ukrainian school and is the envy of his sister, who walks with him to school but is not permitted to

The Carpenter family, in front of Nathan's school. ***(Photo by Sanford Watzman)***

ЯСЛИ САД
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Victor Jackovich* at Babi Yar monument—at the site of a massacre of Jews and Ukrainians, by the Nazis, during World War II. *(Photo by Sanford Watzman)

remain. "They're great assets for me and my wife," said Mr. Carpenter. "Ukrainians love children. They're very demonstrative about it, and this helps to open a conversation. The uniformed guards outside our apartment building take to the kids too. But of course, for all kinds of reasons, there's a practical limit on the extent of the relationships that might open up this way. Jin-lian and I don't live in a grand manner here, as they do at some other Foreign Service posts; none of us can afford servants. But the apartments are really nice. They constitute a plus for this assignment."

Mr. Carpenter's drive home from work takes him through a wooded park overlooking the beaches and the bridges on the Dnepr. "This is gorgeous," he said, slowing down so his visitor could take a long look. "I never tire of it. The best things about this job are what you see here and the kind of stuff I get to do back at the office, and at the building site. Opening up a new post involves quite a bit of day-to-day negotiating on the scene, more than an admin guy will usually get into. We're far enough away from Washington, and even from Moscow, that a lot of the decisions have to be made right here on the spot. Both our government and theirs have a very strong interest in opening these new consulates, so the technical and administrative considerations I deal with have a rather large political dimension. I think this is the most interesting assignment I've ever had—certainly the most educational."

"I'm right where I wanted to be—in an ideal spot for a person who's interested in Slavic languages and culture," said Mr. Jackovich, a 31-year-old Foreign Service information officer. "I'm from good ol' middle-America Des Moines, but I'm of Slavic descent—half Croatian and half Lithuanian. I speak Ukrainian, which is not the same as Russian. We're bringing up our two-year-old, David, bilingually; he hears Serbo-Croatian from Radmila and gets his English from me. (Mrs. Jackovich is a part-time clerical assistant for the advance party). Radmila and I met in Sarajevo, in Yugoslavia, where I helped to open up the American information center—breaking new ground, as it were, just as I'm doing here. I like being off the beaten path; I was glad to be in Sarajevo, rather than Belgrade, and I'd have been disappointed if I'd had to go to Moscow, rather than come here. There are plenty of Russian experts in Washington, but very few, it seems to me, who know the other Slavic nationalities. I think it's a big thing for me to be in places where most other people don't get to. For instance, I had a tour in Iceland. And what I'd really like to do is to get to Albania some day."

But Mr. Jackovich doesn't share the psyhic benefits that are conferred each day on Mr. Carpenter and most of his other colleagues, stemming from the view of the Dnepr. The Jackoviches and the Hauptmanns, after a day's work, walk upstairs to the apartments above the advance party offices. "Sure, it's confining and we do feel it," he said. "That's the other side of being here. For one thing, it's real tough to get a babysitter—apparently the concept doesn't exist here; I guess Ukrainian families do their own babysitting. The other thing is the travel restrictions that were part of the deal we made; we can't drive more than 40 kilometers from the center of Kiev without special permission. As far as air travel is concerned, you have the problem that flights are frequently canceled in Kiev during the winter months. But to be stuck here isn't all bad. On the one hand, we can't always get fresh milk for David every day. On the other, the meat and the cheeses are the best I've ever tasted. And the bread is excellent."

Miss Schenk, the secretary, who has also served in Iceland, among other places, shares Mr. Jackovich's assignment preference for helping to open new posts. "Being one of the first Americans in a place is something that appeals to me," she said. "I didn't know much about Kiev at the time I answered a call for volunteers, but that was all to the good. Of course I know the city much better now, and I like it. It's really a very beautiful city. And when we take the train ride to Moscow on the courier run, we get to see a great deal of the countryside. This is a vast open country."

That it is. But it's more territory than Spook needs. As Miss Schenk turns to answer the telephone, he suddenly springs at her from some obscure corner he had found. He is the true master of this place. The guards outside might not know that.

BAMAKO: 'That most un-Western of African capitals'

THE VISITOR who stays at splendid, modern, air-conditioned Hotel de l'Amitié can easily forget he is in Bamako. Except for one thing. When he returns to his room from the pool and expansive green garden, or after having dined on continental fare in the elegant restaurant, he sees it again. It's the candle and the candleholder, on the writing desk. This is the reminder that urbanization has not yet obtained a secure foothold in this capital city. Electrical outages average 12 hours a day; buildings such as this—and the U.S. embassy and the homes where the embassy people live—require reserve generators. Against a need of 14 million kilowatts, the city generators produce only four million. This is, after all, the Home of the Crocodile (which is what Bamako means in Bambara, the local language that is just now becoming a written language). And it is also the nation of the hippopotamus (the latter noun being the English equivalent of Mali). Mali is a very hot, arid, landlocked nation—about the size of Texas and California combined—occupying the center of the African continent's western bulge. Running through the city and the southern portion of the country is the life-giving Niger River.

The "mayor" of Bamako, so far as the 105 American families are concerned, is Foreign Service officer Harold Geisel. He could never get away with offering them a candle. It's generators they want, and the resourceful Mr. Geisel has procured quite a few after overcoming incredible obstacles—but he also has the day-to-day responsibility of keeping them in repair. He is the administrative officer at the embassy, looking after the welfare of some 20 State Department families, a much larger number of AID families, and other groupings of Americans, such as Peace Corps volunteers. At a recent embassy staff meeting presided over by deputy chief of mission Keith Wauchope, more than half the time was taken up with the responses of Mr. Geisel to the very real requirements of his countrymen. During the meeting, the electricity faltered twice, for a few seconds each time.

"This isn't what I had in mind for myself," Mr. Geisel said afterward, driving through the city streets, in and out of chuckholes almost large enough to stall a tank. "I was doing real well in admin, my chosen field—an O-4 and, it seemed to me, on my way up. I had had some choice assignments, and was completing one in Bern. I knew it was time for a hardship post—that was only fair. So I volunteered for Beirut, and then a number of other posts—but not Bamako. Then they said: 'Bamako is where we need you; things there are in terrible shape.' I said: 'No, no, not me.' I said: 'Look, I'm not going to Bamako unless I get a telegram saying "You're going to Bamako: Love and Kisses: Vance."' And that's what I got—something just like that. So I went. . .

"Well, I can tell you now that I'm glad I did. Professionally, this is the best thing that ever happened to me. I've tackled admin problems here that they couldn't have anywhere else in the world. I think I've been solving some of them. I think now, at age 32, that I've learned a great deal more than most officers in my cone could have, and that I'm ready to tackle any post they could send me to—no matter how large or important. Believe me, I could kiss Vance for what he's done for me careerwise."

Arriving at his home across the Niger, he was greeted at the gate by a watchman who is paid by the U.S. Government. He walked past banana trees and clumps of sugar cane onto a large veranda. Inside, dinner was ready and the table had been set. But first a servant brought out the drinks.

At staff meeting, from left, are ***Keith Wauchope, Harold Geisel*** **and political officer** ***Edward Brynn. (Photo by Sanford Watzman)***

"You know, I could live this way for a while," Mr. Geisel said, smiling. "All in all, things could be worse." On the walls in the living room and dining room more than 100 tribal and ceremonial masks were on display. "I've really gotten into this," he said. "That's another reason I'm glad I came. The Malians are among the most creative people on earth. And they're one of the friendliest, with a high opinion of Americans and a strong desire to emulate our successes."

But the people of this site of an ancient African empire—one ruler once went to Mecca accompanied by an entourage of 60,000 persons—today have a long way to come. The per capita income is $96. The literacy rate is only 5%. Life expectancy is 38 years. The infant mortality rate is 200 per 1,000 (compared with 17 per 1,000 in the United States). Aside from Hotel de l'Amitie, the only impressive building in the city was contributed to it by Saudi Arabia—a gleaming white mosque with lighted twin minarets. The buildings of the old French colonial administration have retained little of their grandeur. Most of the people live in stone abodes and, further out, in mud huts with thatched roofs.

The embassy is in a three-story building at the corner of Avenue Mohamed V and Rue Testard (Mr. Geisel's administrative compound is across the street). On the second floor of the chancery are the offices of the ambassador (Anne Holloway, the new U.S. envoy, had not yet arrived) and Mr. Wauchope. "This is my third African post, and it's turning out to be the best one," he said. "I'd certainly rather be here than at the opposite end of the continent, in Asmara, where I had to close down the consulate general when we were expelled with four days' notice. Being a DCM is one hell of a good opportunity for an O-4. Especially here. What turns me on professionally is our large AID operation in Mali, and having the experience of being associated with an effort of that magnitude. There's also the diplomatic challenge of trying to influence an essentially neutral government, bringing them at least part of the way over to understanding the American view of things. This is not an inconsequential country. It has leaders who have what it takes to build a good record and win notice in West Africa."

Linda Wauchope*, holding mobile radio, and contract employee *Norma Fertner*, wife of the Marine noncommissioned officer-in-charge. *(Photo by Sanford Watzman)

"It's great being with my husband," said Linda Wauchope, an O-6 general services officer. "I'll say that much. We were married while I was serving in Nairobi and he was in Asmara. The wedding was back home in the States, and then we returned to our respective posts. There was a stretch from November to August when we weren't together, though he was able to visit me a couple of times. Now that I have him with me, I'd like to have our air freight. We got here on September 13, and as of October 31 it was still in Washington. Our car's in Abidjan somewhere. But this isn't any kind of record. I understand that some of the people here had to wait a great deal longer."

"That's right," said Paul P. Pometto II, another general services officer. "Ambassador (Patricia) Byrne ordered some carpeting to be sent out here before she arrived to take over this post. When she left here recently to take on a new assignment, the carpeting still hadn't arrived. A Baltimore dispatch agent swore he had sent it to Lagos, but we never did locate it there. Maybe it rolled out in the Atlantic Ocean somewhere."

Mr. Pometto, 28, is a former Peace Corps volunteer who joined State as a Civil Service clerk-typist in the Language Services Division. Arriving in Bamako on an excursion tour, he's now an FSR-8. "I was in Benin while I was in the Peace Corps, but this is a much more interesting part of Africa," he said. "And Bamako is a perfect base to see it all from. You can go in all sorts of directions from here. For instance, you can take a six-day trip by riverboat with a stop in Timbuktu and other places. I've taken a Boy Scout troop lots of places from here; it's an American troop but it has boys from a dozen different countries. We're at a crossroads here of different African cultures."

He added: "For me, there's plenty doing right here in Bamako too. My friends and I take turns throwing parties, and we always in-

Paul Pometto*, left, at the balafon, with Malian friend. *(Photo by Sanford Watzman)

vite Malian people. We drink quite a bit—but it's tea, not liquor. The Malians are big on tea; they'll bring their own pots, and we sit around all night drinking it and talking. They're intensely interested in the United States. Things like male-female relationships in the States intrigue them, because they have such a strong patriarchal society here. When I tell them about my four sisters, they're fascinated to hear that one is an air stewardess, one the assistant manager of a supermarket, one a secretary at HEW and the fourth a college student."

Steven Wagenseil, the 32-year-old consular officer, is another Peace Corps alumnus. "Believe it or not, this was on my list of places that I wanted assignments to. I was in the Ivory Coast with the Peace Corps,

Steven Wagenseil* prices articles on trip outside Bamako. *(Photo by Sanford Watzman)

and I came here as a tourist. So I knew the area. I could also speak some Bambara. My major at Yale was French, and I wanted to be in a French-speaking area too. Realistically, a young officer like me—an O-6—will be given much more interesting things to do in a small place like this than in Paris. I see Africa as a theater of really important action for the Foreign Service. The West is competing with the East here, and this is where some important decisions are being made. I have a feeling I've gotten into things real early, right on the ground floor."

"I'm sorry I didn't get here earlier," said Leon Kurtzman, 43, FSS-5 chief of the communications section. "I've already extended my tour once, and I think I'm going to sign on for two more years. Why? Well, frankly, I like the mon[illegible] don't think you can knock that 2[illegible] hardship differential. But that isn't all of it—because I've been at other 25% places. I guess I like it here because I have a cook, I have a gardener, I have a swimming pool and the general services officers see that my place is well taken care of. In my work, too, there's plenty to keep me busy—all kinds of different things. For example, since our people don't have any telephone service to speak of, they've been given walkie-talkies for emergency communications. We have about 50 of 'em outstanding. It's my job to service them and to instruct people on how to use them. I just don't know when I'll want to leave here."

Mr. Kurtzman, though, has a quite a way to go before he equals the record for tours in Bamako held by Maxine Bradrick, the Foreign Service nurse. She's been in Mali since she entered the Service in 1967. "I was advised back then never to turn down an assignment, and this is the one I got," she said. "I'd never heard of the place. I looked it up in the encyclopedia, but evidently they didn't know much about it either, because all they had was an entry of about an inch and a half. So I came here knowing very little. But as soon as I arrived I fell right in with the climate. It's very hot and very dry, just like back home for me, which is in Bakersfield, California. All I can tell you is that I like the people—both our people and the Malians. The job is wonderful. With the regional medical officer coming here from Dakar only every other month, I have to make lots of decisions myself and I feel good about what I've been able to accomplish. Staying healthy here doesn't have to be a big problem—not if you follow competent medical advice and rely on good common sense."

"Well, my four kids have had headlice, they've had worms, they've had prickly heat—and yet they love it," said Ron Peters, the FSRU-5 supervisory general services officer. "Out at the house we have goats, chicken and geese and the kids ride on the back of this huge turtle. They're doing well in school too—without any TV to watch, they do a lot of reading and are reading above their age level. We're having a Halloween party tonight out at our place for 118 kids. But there's no point in overstressing it. It's great for them and it's been great for me—I've had a chance to move from security into an out-of-function assignment where I have more potential. But it's not been all fun and games for my wife. She has the responsibility of running this family, and believe me it can be rough. She has to manage without lots of advantages that people in the States just take for granted."

At the commodious, dimly-lit cocktail lounge in the Hotel de l'Amitié, this doesn't appear to be the case. And then you remember the candle in the candleholder. This is Africa all right.

Maxine Bradrick and Mike Dwyre, AID program officer. (Photo by Sanford Watzman)

CARACAS: 'City of eternal spring'

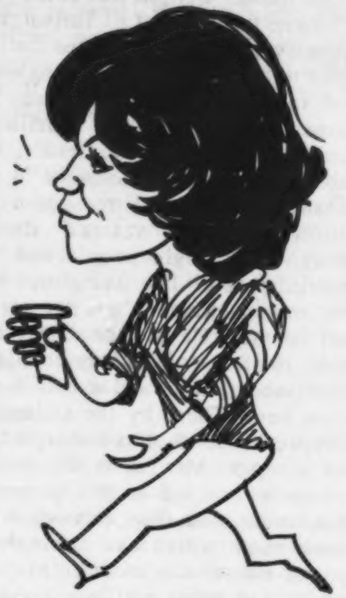
IN CARACAS, the proud capital of Venezuela—also the birthplace of fighter for independence Simon Bolivar—people don't talk about the weather. It's the "city of eternal spring." That's that. It's one of those cases of perpetual good news being no news. What people do talk about here, especially the cooped-up diplomatic corps, is the automobile traffic. That's bad news. It too is perpetual, just like the good weather, except that each person's favorite horror story sounds worse than the other's.

Cultural attache *David Gray*, left, with Venezuelan sculptor *Cornelis Zitman* and plaster of Paris model.

Maria Luisa Jaramillo, communications and record officer at the U.S. embassy, said: "My 13-year-old daughter, Frances, gets picked up by the school bus between 6:30 and a quarter to 7 in the morning. She has to be in school by 8, and she gets there just in time." Leslie Hickman, junior officer in the consular section, said: "I was born in New York and went to school in Chicago. I grew up with traffic. But here it's really something. I know people who have headed for those wonderful beaches on the Caribbean, but after being on the road for three hours they've turned around and come back." Robert Knickmeyer, petroleum officer in the economic section, said: "I live seven miles from the embassy. When I first came here three and a half years ago, it used to take me a half hour to drive that distance, leaving my house at 7:30. But there are so many more cars on the road now that I have to leave at a quarter to 7. If I still left at 7:30 I wouldn't get here until 9." Charles Dudley, commercial officer, said: "I live 12 minutes from the embassy by car—providing I start out for work before 7 and head home after 7:30. Otherwise it takes me an hour." Margaret Kieffer-Lopez, head of the U.S. Embassy Women's Association, said: "I know one person who tried to get home by public transportation once, and it took him four hours." Personnel officer Harlie Smith, commenting on the fact that gasoline in this oil-rich country costs as little as 13 cents a gallon, said: "So what? You probably pay as much per mile as you would in the States. You never seem to get out of second gear."

The traffic problem is one of the sad ironies about Foreign Service life in this scenic, bulging city, where mountains are visible between the skyscrapers. The very attributes that once made it a choice post—its modernity, its affluence, the excitement of an expanding economy—have created the seeds of its current disrepute. For with rapid growth have come the bitter fruits of urbanization—too many cars, a tremendously high cost of living, the inability of municipal services (such as the water supply) to keep up with increasing demand. "This is Los Angeles, South American style," one Caraqueno has said.

"I find this lamentable, as far as it goes, but too much is made of it," said Helen Gray, wife of David Gray, the cultural attache. "After all, this is a supremely civilized city that offers opportunities you won't find at most posts. Caracas has three symphony orchestras, all kinds of chamber music, an opera company, an international ballet company, three art museums, perhaps 60 private art galleries, theaters—including English theater—all of that. And you can get to know the artists and the performers very easily. There's lots of mingling. Anne Edwards, one of our secretaries, plays the flute here. So does Sydney Goldsmith, one of the political officers. Charity Janerette, a cultural officer on David's staff, sings with a



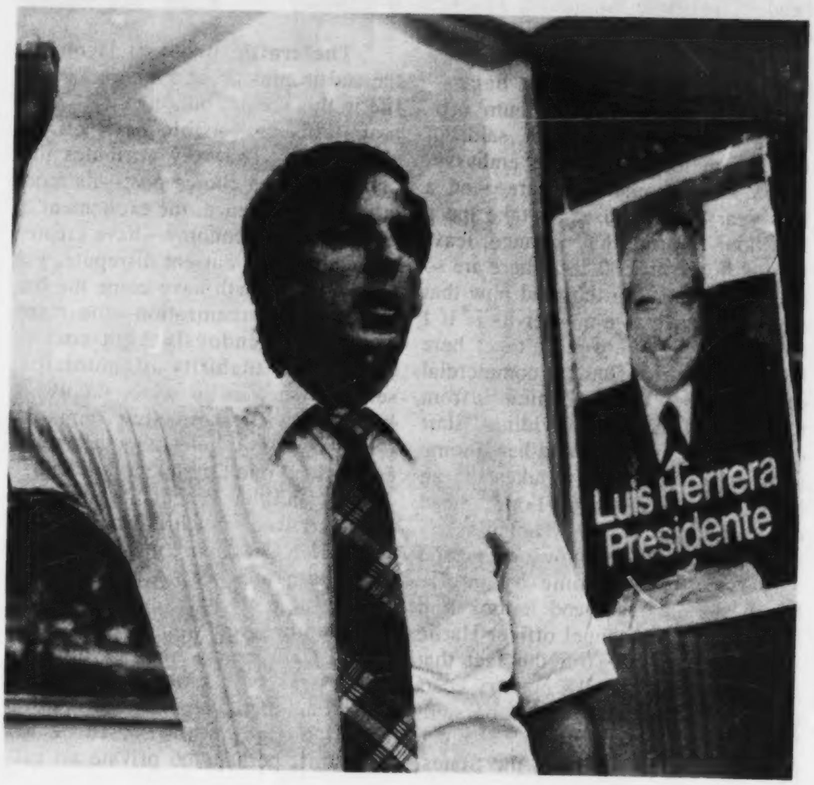
***Maria Luisa Jaramillo*, as seen by a cartoonist in Caracas.**

Joan Sallis. *(Photo by Sanford Watzman)*

choral group. For the women—even though Venezuelan law presently makes it difficult for them to obtain employment here—there's a very active Venezuelan-American Association of University Women. It has arranged for us to take courses in everything from belly-dancing and yoga to gourmet cooking and the religions of the world."

"It isn't difficult to overcome these problems," said Joan Sallis, secretary to administrative officer Thomas Fitzpatrick. "You just decide you're going to do something about it. Then the bellyaching stops and you realize what a great place this really is. That's been my experience in the two years I've been here. People were telling me at first there's nothing to do, they couldn't get out on account of the traffic. Well, as part of my job, I became the editor of El Turpial, our embassy newsletter. I decided that, in order to find out what was going on, I had to go out myself and see. So some of us—like Dick Martin, a junior officer, and Jim Leader, the labor attache—went to work to rejuvenate the embassy recreation association. We started doing things—the single people and the married people—like taking trips into the interior, where it's really gorgeous country. On Memorial Day last year, 10 of us rented a huge cottage at Cata, about three and a half hours from here. Then, by the Columbus Day weekend, 45 of us had signed up for a trip to Merida, in the Andes, where we stayed at this gorgeous hotel in the mountains, relaxing in the game room which had a fireplace, going horseback riding, playing bridge and poker and just having a good time generally. You know how many have signed up for that trip this year? Eighty! That includes children. And there's a waiting list of 40."

"You don't even have to go that far," said labor attache Leader. "Right here on top of us we have Avila National Park, in the mountains that separate Caracas from the sea. It's one heck of a wilderness area—



Jim Leader. *(Photo by Sanford Watzman)*

***Ambassador* and *Mrs. Luers* with embassy children at "International Year of the Child" celebration.**

Harlie Smith *(Photo by Sanford Watzman)*

really nice for people who are into hiking and camping. It's large enough so you can keep going back there time after time, without having to follow the same trails. It has waterfalls like Yosemite in California, but it's more rugged than Yosemite. The mountains go up 9,000 feet. For me, anyway, this helps to make up for the fact that it's tough to be able to swim here, or to play golf or tennis. You have to belong to a club to really get to do those things, but none of us can afford the initiation fees, which might be up to $10,000 for a place with a pool and tennis, or up to $80,000 for the golf country clubs. What you can do is rent someone's membership shares, for about $150 to $300 a month. But there are waiting lists for that. Some of the wealthy people here buy up three or four shares on speculation and sell them later at tremendous profits."

Ambassador William H. Luers has moved into the breach by opening the pool at his residence to all embassy employees. Strongly attached to Venezuela, where he had served earlier as political counselor, he takes frequent trips around the country and makes it a point to take staff members with him whenever possible. "This is an exotic place," he said. "It's a shame for anyone not to get to know it. I know what they're missing, and I encourage the people here to get out and take a look—not to feel defeated by what seem like obstacles."

"You know what it is?" said Barbara Moller, wife of the Army attache, Lt. Col. Carl Moller. "I think it's the fact that at a hardship post in Africa you don't expect things to work out well, so you're more accepting. Here you know that you're in an up-to-date place, so you expect everything to be just perfect. That's not realistic. It isn't perfect back in the States either."

"Yes, there are two sides to everything," said administrative officer Fitzpatrick. "There's no hardship differential here, but there *is* a cost-of living allowance, which we truly need. The good news is that you can go to any number of excellent restaurants, taking your pick of cuisines. The bad news is when the check comes. Six of us went to one near the beach recently. We had some great seafood, no appetizer, no salad, and sangria—the cheapest drink we could get. It came to about $25 for each of us, including the tip."

"Things can always be worse," said Ms. Sallas, his secretary. "Look, here's something I wrote for the embassy newsletter." The item, headlined "It Could Be Worse," read in its entirety: "Did you know that due to the changing currency values a cup of coffee in Japan today costs $1.58!!! See, it really could be worse."

Evidently, the same thing can be said for the traffic congestion. It was worse in October than it is today. For the authorities in Caracas, starting in November, launched an experiment under which everyone must keep his or her car off the street at least one day each week. The day is determined by the last digit on your license plate.

But there are many embassy employees, such as personnel officer Smith, who needn't worry about risking the fine of some $50 that one has to pay for violating that edict. Mr. Smith lives near the embassy and walks to work. On his way there, and heading back home in the evening, he can enjoy the eternal spring.

See, it really could be worse. ■

NEWS HIGHLIGHTS

***Ambassador Brewster* tries out machine as *Jan Augustine*, systems analyst, briefs him. Between them is administrative counselor *Danny Williamson*. Company representative is at right.**

Department launches minicomputer project for overseas posts

An ambitious, multi-year project has been launched to install and operate minicomputer/word processing systems at many of the Department's overseas posts. The signing of a contract signalled the end of a three-year development effort, which involved pilot testing of minicomputer systems and programs at several posts, designing a core of standard programs, and evaluating the proposals of several computer manufacturers.

In London, Ambassador Kingman Brewster participated in ceremonies recently marking the opening of the new minicomputer center at the U.S. embassy. London is the first post to receive the Wang VS computer under a joint State/AID/ICA program which envisions installing some 30 such systems worldwide over the next three years. Although labeled a "minicomputer," the system brings to the post processing power which would have been available only on a much larger "mainframe" costing millions of dollars a scant five years ago.

The computer system has been designed and programmed to permit overseas posts to manage better their information storage, retrieval and processing requirements. Programs have been developed for the personnel, housing and property management functions of the post. By 1981, programs will be available to support the issuance of immigrant and nonimmigrant visas at posts with heavy consular workloads.

In addition, several other agencies are planning to develop systems using the post computer. In London, the Departments of Agriculture and Commerce both intend to have systems operating early this year.

A special feature of the minicomputer system is that it also can serve as a word processing system. Many of the computer terminals and their associated printers can double as sophisticated word processors. An operator can easily switch from a computer operation (such as data entry) to a word-processing task (such as preparing standard correspondence).

A standard core of programs will be available on all of the minicomputer systems, to support activities in the consular, personnel, commercial, general services and budget sections of the posts. In addition, several general-purpose programs, such as a mailing label and a visitor control application, will also be supported. The Department will fund and operate about 23 of these systems; the remainder will be installed and operated by ICA and AID.

Prior to each computer installation, a survey team will visit each post to assess its data and word processing requirements and help it prepare for the installation. At that time, another team will assist each post in physically installing the equipment, in converting files from manual to automated form, and in training end-users at the post in how to use the programs.

The Information Systems Office of the Bureau of Administration, the Foreign Service Institute and the regional bureaus are cooperating in developing several training and orientation programs for personnel who will be managing or using the automated systems. End-user training will be integrated into the institute's functional course offerings; data and word processing management concepts will be introduced into various middle and senior-level courses; and a system manager course will be given to officers who will be managing the systems overseas.

Smaller overseas posts with more limited data/word processing requirements are scheduled to receive word processing systems which can support some data processing functions. Several regional workshops are planned to train word processing supervisors and operators at these smaller posts.

—Edwin L. Brown

Our Very Own Chronicle

Fifteen years ago, in January, the Newsletter reported that:

Some 24,000 books in the John F. Kennedy Library in Cairo were destroyed by rioters protesting the Belgian-American rescue mission in the Congo; the government of the United Arab Republic offered restitution, plus a rent-free building for use as an interim library . . . . President Johnson announced new assignments for two career officers serving as ambassadors—Wymberley DeR. Coerr was to go to Ecuador and Maurice M. Bernbaum to Venezuela . . . . . Career officer Richard T. Davies was named assistant USIA director for the Soviet Union and eastern Europe.

Watson staff gives consular briefings in 8 U.S. cities

Officers of the Bureau of Consular Affairs have fanned out across the United States, in the first operation of its kind, to conduct a series of special briefings for congressional aides who work in the home district offices—the places where many Americans come to request assistance with Government agencies and to lodge complaints. The briefings came as a follow-up to similar sessions in 1979 with members of Congress themselves and their staff employees on Capitol Hill. A total of 350 home office caseworkers, representing 200 congressional offices, were reached through workshops conducted in eight cities—Chicago, Detroit, Boston, New York, Atlanta, Fort Worth, Los Angeles and San Francisco.

Barbara M. Watson, assistant secretary for consular affairs, said: "We chose those cities because of the high density of congressional home officers in the metropolitan areas concerned. Three bureau officers from Washington participated in each briefing, along with the agent-in-charge of the passport agency having jurisdiction in that area. The officers gave a brief overview of the organization and function of the State Department, and then more detailed presentations on visa, passport and overseas citizens services, allowing time for questions from the audience. Representatives of the local Immigration and Naturalization Service office also took part in the visa portion of the briefings—to help clear up the caseworkers' misunderstandings on the division of work between that agency and the visa function, as administered by the Department's Visa Office."

Miss Watson took part in the Boston, New York, and Los Angeles workshops. In addition, she appeared at several consular-oriented media events, as did the other bureau representatives. These included radio talk shows, television programs and newspaper interviews—all serving as forums for discussion of bureau services.

"Comments from the caseworkers have been overwhelmingly laudatory," she said, "and have indicated a growing sense of partnership between the bureau and the Congress. Similar workshops will be held on a regular basis in the future. Consular Affairs views these informal get-togethers as one means of opening up the lines of communication between the Department and the Congress, thereby aiding our mutual efforts to better serve the American public."

Trans-Africa leader to address Open Forum

Randall Robinson of Trans-Africa, an organization of black Americans interested in foreign policy, will be the January 16 speaker at the noon-hour Open Forum session in the Department. He will discuss the situation in southern Africa, and will take questions from the audience following his address.

Others scheduled to speak in January include Roger Hilsman, former director, Bureau of Intelligence and Research, now on the faculty at Columbia University, who will discourse on the future of international affairs; Philip Habib, special adviser to Secretary Vance, who will speak on the Caribbean; and Congressman James Leach (R.-Io.), an ex-Foreign Service officer and a member of the House Committee on Foreign Affairs, whose topic will be "Republican Politics in 1980." Paul Flacks, Zionist Organization of America, was to have spoken January 9.

December speakers were Dimitri Simes, Georgetown University, on the Soviet succession; Edmund Hanauer of Search for Justice and Equality in Palestine; Dr. Stephen Kobrin of Massachusetts Institute of Technology, on political assessments by business corporations; and Frank-

OPEN FORUM—*James Zogby*, left, of the Palestine Human Rights Campaign, was a recent speaker at the noon-hour sessions. *Paul Molineaux*, forum chairman, is at right.

lin Knight, Johns Hopkins University, on the Caribbean.

The following statement was released by Open Forum chairman Paul Molineaux on behalf of the organization's steering group:

"It is an appropriate time to restate some of the basic principles and practices of the Secretary's Open Forum.

"The Open Forum was created during a period of intense controversy and disagreement in the Department and in American society over the fundamental principles of U.S. foreign policy. Then and now it serves as an in-house means for encouraging creativity, openness, and the free expression of views in the foreign policy process and provides a vehicle for transmitting to senior officials responsible alternative points of view on substantive policy issues. It follows that these activities are not endorsed as Department positions or policies and there is no formal obligation on any official to accept Open Forum positions. Persuasion alone is the hallmark.

"The Open Forum, through its speakers program, the Open Forum journal, the more recently created working groups, and by monitoring the Dissent Channel, has sought to conduct a vigorous and intellectually honest examination of the full range of foreign policy issues confronting the United States. These activities are based on the belief that the responsible conduct of foreign policy is best served by candid discussion, the free flow of ideas and a fair hearing for a range of positions and views even when they run contrary to existing policy or majority opinion. Debate on public issues should be unimpaired. This extends, in our judgment, even to issues which have been termed "sensitive" in a domestic political sense. To paraphrase: The best policy is reached by the free trade of ideas; the best test of truth is the power of the thought to get itself accepted in the competition of the market. In the long term, this process will contribute to policy that is both better understood and more widely supported than policy that is formulated in isolation or dominated by special interests." ■

Order these publications

The NEWSLETTER office has had several requests from retired Department personnel for copies of the Department telephone directory, the "Key Officers of Foreign Service Posts" booklet and the "Diplomatic List." Each of these publications is a product of the Government Printing Office and can be obtained by direct order. The following information should help if you want to place an order:

Telephone Directory: Issued quarterly, $3 per copy for domestic mailing; $3.75 foreign mailing.

"Key Officers": Issued three times a year, $1.50 for single copy; $4.50 per year for subscriptions, with $1.25 additional for foreign mailing.

"Diplomatic List": Issued quarterly, $2 a copy; subscription price $8 a year domestic; $2 a year additional for foreign mailing.

Write to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402 (202) 783-3238.

OFFICE OF CUBAN AFFAIRS—*Huber Matos*, second from right, recently released by Fidel Castro after 20 years as a political prisoner, visits at State. Flanking him are *Myles Frechette*, office director, and *Terrezene Brown*, consular officer. *Mrs. Matos* is on left.

APPOINTMENTS

M. Nimetz tapped as successor to Benson

President Carter has stated his intention to nominate Matthew Nimetz, counselor of the Department, to replace Lucy Wilson Benson as under secretary for security assistance, science and technology. Ms. Benson has resigned.

Mr. Nimetz

Before joining the Department in 1977, Mr. Nimetz was a partner in the New York law firm of Simpson Thacher & Bartlett. He was also a commissioner of the Port Authority of New York and New Jersey, and a member of the Health Advisory Council of the State of New York. Mr. Nimetz served as the executive director of Governor-elect Hugh L. Carey's transition task force. From July 1967 until January 1969, he was staff assistant to President Lyndon Johnson, and was a law clerk to U.S. Supreme Court Justice John M. Harlan, 1965–67.

Mr. Nimetz, born in New York on June 17, 1939, is married to the former Gloria Lorch.

Rozanne L. Ridgway: counselor for State

President Carter has announced his intention to nominate Rozanne L. Ridgway, ambassador to Finland since 1977, as counselor of the Department. She would succeed Matthew Nimetz.

Ms. Ridgway

Miss Ridgway was deputy assistant secretary for oceans and fisheries in the Bureau of Oceans and International Environmental and Scientific Affairs, 1975–77, and deputy chief of mission in Nassau, 1973–75. In 1972 and 1973 she was deputy director of policy planning and coordination in the Bureau of Inter-American Affairs. From 1970 to 1972 she served as an international relations officer in the Department. Miss Ridgway has also held assignments as information specialist in the Department, 1957–59; personnel officer in Manila, 1959–62; and visa officer in Palermo, 1962–64. She was the recipient of the Superior Honor Award in 1966 and 1975, and the Meritorious Honor Award in 1970. She also received the William Jump Meritorious Award from the National Fisheries Institute.

Ms. Ridgway was born in St. Paul, Minn., on August 22, 1935. She received a bachelor's degree from Hamline University in 1957.

Corporate executive gets refugee post

President Carter has appointed Victor H. Palmieri as U.S. coordinator for refugee affairs, and also has nominated him to be ambassador-at-large for refugee affairs. He will be responsible for coordinating and developing policy guidance for all U.S. refugee and humanitarian relief programs. He will chair the Interagency Committee on Refugee Affairs and will act as liaison on refugee matters with state and local governments and voluntary agencies. In the ambassadorship, he would represent the administration in talks with international relief organizations and foreign governments. He would succeed Dick Clark, who has resigned.

Mr. Palmieri has a background in corporate crisis management. He was a chief executive of the Pennsylvania Co., 1971–78, and played a key role in the complex reorganization of the parent Penn Central Transportation Co. As chief executive of Victor Palmieri & Co., he has provided management assistance to business and government institutions since 1959.

After graduating from Stanford University and Stanford Law School, Mr. Palmieri joined the O'Melveny & Myers law firm in Los Angeles where he worked until 1959, when he became executive vice president of the Janss Investment Corp. He was president of that company, 1963–67. In 1967 he came to Washington as deputy director of the National Advisory Commission on Civil Disorders, and then returned to California as president and chief executive officer of the Great Southwest Corp. in Los Angeles.

A trustee of several educational institutions, he is also chairman and founder of the American Learning Corp. Mr. Palmieri is a director of the Phillips Petroleum Co., and a trustee of the Rockefeller Foundation, the Center for Law and the Public Interest, and the Committee for Economic Development. He is also a member of the President's Commission on White House Fellowships, and the Council on Foreign Relations.

Mr. Palmieri was born in Chicago, Ill. on February 16, 1930. He has three sons.

Linowitz: Middle East negotiator

President Carter has nominated Sol M. Linowitz, a Washington attorney and chairman of the Presidential Commission on World Hunger since its establishment in 1978, as his personal representative for Middle East peace negotiations. Mr. Linowitz would succeed Robert S. Strauss and have the rank of ambassador.

Mr. Linowitz

Mr. Linowitz served previously as co-negotiator of the Panama Canal treaties. From 1966 to 1969 he was the U.S. ambassador to the Organization of American States and U.S. representative on the Inter-American Committee of the Alliance for Progress. He has had wide Government experience, dating to

1942, when he served as assistant general counsel for the Office of Price Administration. He has also served as a member of the board of trustees, John F. Kennedy Center for the Performing Arts, 1964; chairman, National Urban Coalition, 1970–77; president, Federal City Council, 1974–77; and chairman, Commission on U.S.-Latin American Relations.

Mr. Linowitz was with Xerox Corp. from 1946 to 1966, beginning as vice president and general counsel, and serving as chairman of the board from 1961 to 1966. He was with the Washington law firm of Coudert Brothers from 1969 until 1977, when he returned to Government service with the personal rank of ambassador.

Blachly's January quiz: Women

By Fred Blachly

(Answers on Page 95)

Adam tried to put the blame on Eve and, ever since, men have had myriad ideas about women. Some have seen them as angels, others as devils. Some have placed them on pedestals, others in gutters. Goddesses or nymphs; wantons or innocents; preservers or destroyers—in literature one can find all of these, and everything in-between. Listed below are 10 descriptions of or quotations about women. All were written by men. Can you identify the woman referred to in each quotation, and the speaker and/or the author?

1. "Fair as a star, when only one
Is shining in the sky."
2. "Was this the face that launched a thousand ships,
And burnt the topless towers of Ilium?"
3. "Age cannot wither her, nor custom stale
Her infinite variety."
4. "Drink to me only with thine eyes,
And I will pledge with mine."
5. "Her pretty feet, like snails, did creep
A little out, and then,
As if they played at bo-peep,
Did soon draw in again."
6. "A form more fair, a face more sweet,
Ne'er hath it been my lot to meet.
And her modest answer and graceful air
Show her wise and good as she is fair."
7. "Here comes the lady: O! so light a foot
Will ne'er wear out the everlasting flint. . ."
8. ". . . .that bright *Occidental Star*. . . ."
9. ". . . the divine Sarah. . ."
10. ". . .the Swedish nightingale. . ."

Mr. Linowitz is a senior partner of Coudert Brothers and a member of the board of directors for Time, Inc., Pan American World Airways, Inc., and Marine Midland Banks, Inc. He also is a trustee of the Mutual Life Insurance Co. of New York City, Johns Hopkins and Cornell Universities and Hamilton College. He has served as chairman of the national council of the Foreign Policy Association, and chairman of the board of overseers of the Jewish Theological Seminary. He is a member of the National Commission on Critical Choices for Americans, Phi Beta Kappa, Phi Kappa Phi and the Order of the Coif. He is the author of "This Troubled Urban World" and a contributor to many professional journals.

He practiced law in Rochester, with the firm of Sutherland & Sutherland, 1938–42. He was a partner in the law firm of Sutherland, Linowitz and Williams, 1946–58, and then a partner in the law firm of Harris, Beach, Keating, Wilcox & Linowitz, 1958–66.

Born in Trenton, N.J., on December 7, 1913, he received a bachelor's from Hamilton in 1935, and a doctorate in law from Cornell in 1938. He has also received many honorary degrees. From 1944 to 1946 he served as a lieutenant, senior grade, in the Naval reserve. Mr. Linowitz is married to the former Evelyn Zimmerman. They have four children.

Ankara: New post for James Spain

James W. Spain, a career officer, has been nominated as ambassador to Turkey. A change of plans in the Department would put him in this new post, only a short time after the Senate confirmed his appointment as deputy U.S. representative to the UN. Mr. Spain is a former ambassador to Tanzania. [See Newsletter, August-September, for complete biographical sketch].

Earle tapped to head disarmament agency

President Carter on December 19 accepted with regret the resignation, for reasons of health, of George M. Seignious II as director of the U.S. Arms Control and Disarmament Agency. At the same time the President announced his intention to nominate Ambassador Ralph Earle II to replace Mr. Seignious. Mr. Earle has been serving since November 1978 as chairman of the U.S. delegation to the strategic arms limitation talks (SALT) and, since May 1977, as special representative for arms control and disarmament negotiations. He intends to relinquish these duties when he assumes the office of director.

Mr. Earle

Mr. Seignious will continue as director until Mr. Earle assumes office. President Carter announced his intention to nominate him as the at-large delegate on U.S. arms control delegations, with the personal rank of ambassador.

Ambassador Earle, of Haverford, Pa., was the disarmament agency representative to the SALT negotiations, 1973–77. He served as alternate chairman of the delegation from May 1977 to November 1978, when President Carter named him delegation chairman. Mr. Earle served as principal deputy assistant secretary of defense for international security affairs in 1968 and 1969, and for the next three years he served as defense adviser, U.S. mission to NATO. In 1972–73 Mr. Earle was a consultant for SALT in the Office of the Secretary of Defense.

He was born September 26, 1928, in Bryn Mawr, Pa., and received a bachelor's from Harvard in 1950. He was graduated cum laude in 1955 from Harvard Law School. Mr. Earle was a lieutenant in the Army from 1950 to 1952. Before entering Government service, he was partner in the Philadelphia law firm of Morgan, Lewis & Bockius. He is married to the former Eleanor F. Owens of Warrenton, Va. They have five children.

Vanden Heuvel gets new UN post

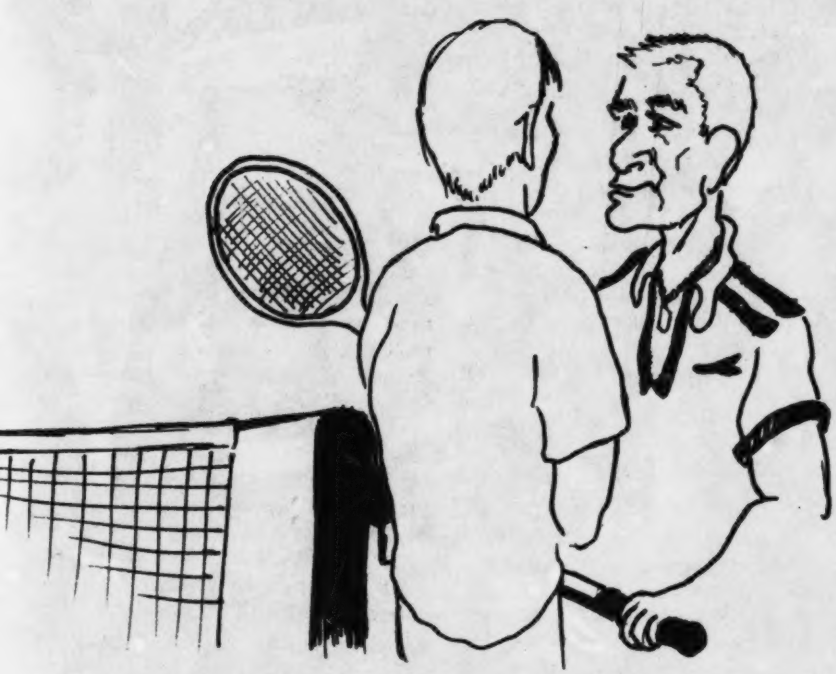
Ambassador William J. vanden Heuvel is the new deputy U.S. representative to the UN. He had been U.S. representative to the European office of the UN in Geneva since 1977. He succeeds James F. Leonard in his new post.

Mr. vanden Heuvel

Mr. vanden Heuvel was an associate in the law firm of Leisure, Newton & Irvin, 1952–57, and Javits, Moore & Trubin, 1959–61. He later was a partner in the New York law firm of Stroock & Stroock & Lavan, 1965–77. He also has held several city, state and federal posts. They include service as executive assistant to the ambassador to Thailand, William J. Donovan, 1953–54; special counsel to then Governor W. Averell Harriman, 1958; special assistant to Attorney General Robert F. Kennedy, 1963–64; acting regional administrator, Office of Economic Opportunity, 1964–65; vice president, New York State Constitutional Convention, 1967; chairman, New York City Board of Correction, 1970–73; and chairman, New York City Commission on State-City Relations, 1971–73.

Mr. vanden Heuvel was editor-in-chief of the Cornell Law Quarterly, 1951–52. He is co-author (with Milton Gwirtzman) of "On His Own: RFK, 1964–68," and of many articles in professional journals.

Born in Rochester, N.Y., on April 14, 1930, Mr. vanden Heuvel received a bachelor's in 1950 from Cornell, where he won the George Lincoln Burr scholarship, and a law degree from Cornell in 1952. From 1952 to 1954 he served in the Air Force. He is a member of the Order of the Coif. He is married to the former Melinda Fuller Pierce. They have four children.



"Okay, Goodwin, you're new at this post and this is your first doubles against the Ambassador, so just remember: never hit to his backhand and when he is at the net, never hit it down the alley or lob it over his head. And for god's sake, if he ever hits a first serve in, whatever you do, DON'T RETURN IT!"

Helman to get envoy rank in UN post

Gerald B. Helman, since 1977 deputy assistant secretary for international organization affairs, is slated to be the new U.S. representative to the European office of the UN, in Geneva. He would have the rank of ambassador, succeeding William J. vanden Heuvel.

Mr. Helman

Mr. Helman joined the Foreign Service in 1956 and was assigned as an intelligence research specialist. He served as an economic and consular officer in Milan, 1958–60; political officer in Vienna, 1960-62; economic officer in Barbados, 1962–63; and foreign affairs officer in Washington, 1963–68. He then was counselor for political-military affairs at the U.S. mission to NATO, in Brussels, for five years. From 1973 to 1974 he was a Woodrow Wilson fellow at Princeton. After completing his studies, he was assigned as deputy director of the Department's Office of NATO-Atlantic Political-Military Affairs. In 1976 he became director of the Office of UN Political Affairs, in the Bureau of International Organization Affairs. He served until 1977, when he became deputy assistant secretary for political and multilateral affairs in that bureau.

Born in Detroit on November 4, 1932, he received a bachelor's in 1953 and a law degree in 1956—both from the University of Michigan. He practiced law in Michigan before joining the Foreign Service. Mr. Helman twice won the Department's Meritorious Honor Award—in 1967 and 1971. He is married to the former Dolores Hammel. They have three children.

Smythe gets added post

President Carter has selected Mabel Murphy Smythe, since 1977 U.S. ambassador to the United Republic of Cameroon, to also serve as envoy to the Republic of Equatorial Guinea.

Lutheran man named envoy to Norway

Sidney Anders Rand is the President's nominee for ambassador to Norway. Mr. Rand, president of St. Olaf College in Minnesota since 1963, was a Lutheran pastor, 1943–45, and a faculty member at Concordia College in Minnesota, 1945–51. He was president of Waldorf College in Iowa for five years, and then became executive director of the Board of Christian Education of the Evangelical Lutheran Church. From 1960 until 1963, he was executive director of the Board of College Education for the American Lutheran Church, and was also a tutor, 1962–63, at the Ecumenical Institute, World Council of Churches, in Switzerland.

Mr. Rand

Mr. Rand is a trustee of Fairview Community Hospitals and the Minnesota Private College Council. He has been a director of several educational and religious institutes, and is currently a director of the First Bank of Northfield, the North American Life & Casualty Co., Associated Colleges of the Midwest, the Minnesota Private College Council and the Wheat Ridge Foundation.

His memberships include the Minnesota Board for Continuing Legal Education; Men's Committee for the Japan International Christian University Foundation, Inc.; Public Advisory Council, Minnesota Blue Cross/Blue Shield; Norwegian American Historical Association; American Scandinavian Foundation; and Phi Beta Kappa.

Mr. Rand was born on May 9, 1916, in Minnesota. He is married to the former Lois Ekeren, and has two children and two stepchildren.

Envoy rank for McDonald

President Carter has accorded the rank of ambassador to John W. Mc Donald Jr., coordinator for technical cooperation among developing countries, Bureau of International Organization Affairs, while he serves as U.S. representative to the third general conference of the UN Industrial Development Organization. The conference is to be in New Delhi, January 21–February 8.

Trade post for Baldwin

President Carter has announced his intention to nominate Robert E. Baldwin, of Madison, Wisc., as a member of the U.S. International Trade Commission. He would replace Italo Ablondi, who has resigned. Mr. Baldwin, a former chairman of the economics department, University of Wisconsin, has been a consultant to the World Bank in Washington since 1978. ■

NICOSIA, Cyprus—Ambassador *Galen L. Stone* and non-commissioned-officer-in-charge *J. E. McElroy* conduct personnel inspection.

AMBASSADORS ARRIVE AT POSTS

VAILIMA—Ambassador *Anne C. Martindell* presents her credentials to the Western Samoan head of state, *Malietoa Tanumafili II*. At the ceremony are, from left: *Gregory Urwin*, assistant secretary of foreign affairs: economic counselor *Richard Imus;* consular agent *Vernon MacKenzie Sr.;* the head of state; Ms. *Martindell; Lily Malietoa; Ilsabe Imus;* cultural affairs officer *John Williams*.

SOFIA—Ambassador *Jack Perry*, right, reviews honor guard as he prepares to present his credentials as U.S. envoy to Bulgaria. With him is Dr. *Boris Dzhibrov*, Bulgarian chief of protocol.

BEST PHOTOS OF 1979

The NEWSLETTER editors, proving again that they're capable of making the tough decisions, have decreed that these are the best photographs that appeared in the magazine in 1979. As they say in Latin, *de gustibus non disputandum est.*

OCTOBER—At the airport in Tehran, chargé *Charles W. Naas*, center, is accompanied by revolutionary guards assigned to protect the U.S. embassy. He was departing upon completion of his assignment. [The NEWSLETTER did not receive the photograph until some months after the event.]

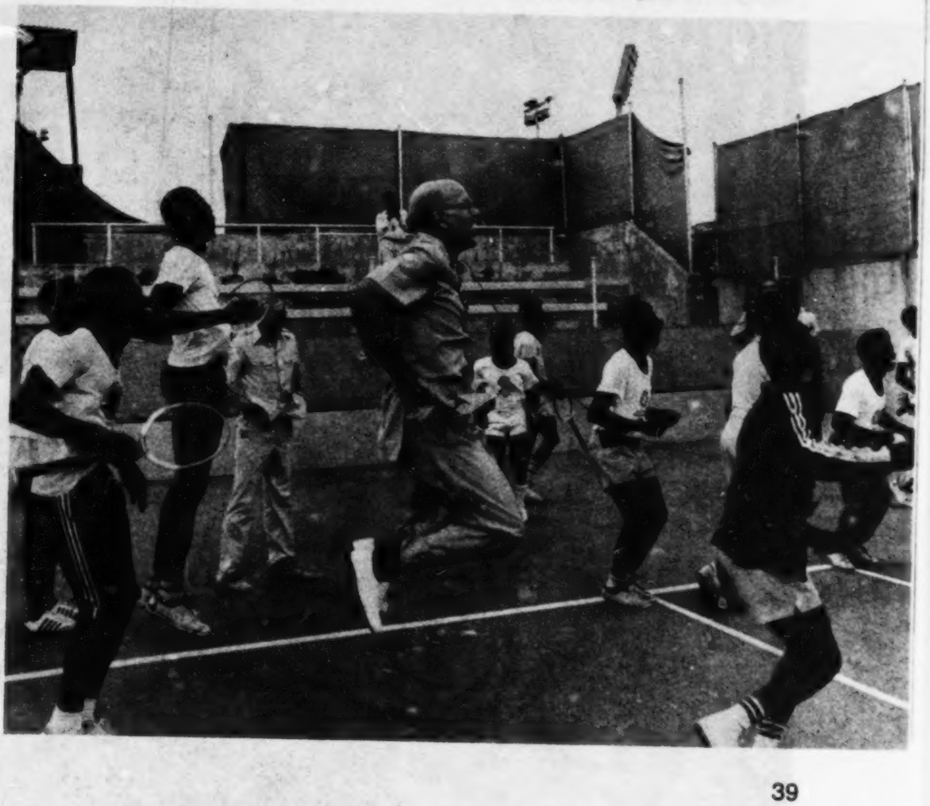
JANUARY—*Chief warrant officer Carr*, assigned to naval facility near the embassy in Bahrain, tempts a young camel with celery stalk while its mother looks on warily. *(Photo by Kenneth W. Parent)*

APRIL—*Anwar El-Sadat, Jimmy Carter* and *Menachem Begin*, after signing of the peace treaty. *(White House photo by Bill Fitz-Patrick)*

FEBRUARY—Bobbing for marshmallows at embassy party in Tokyo are, from left, foreground, *Elizabeth Martin*, *Erica Ehly* and *Rebecca Baron*. Youngster at far left is unidentified.

JANUARY—Manama embassy gardener, *Haji Qambar*, 75 feet up, harvesting dates. *(Photo by Kenneth W. Parent)*

AUGUST-SEPTEMBER—Ambassador *Donald B. Easum* with young Nigerians at a tennis clinic in Lagos.



BEST PHOTOS OF 1979

FEBRUARY—Foreign Service children in Islamabad are *Christopher Opila*, *Tanya Huston* and *Gregory Nielson*.

AUGUST-SEPTEMBER—Embassy Brussels awards ceremony. First row, left to right: *Georgette Muylle*, *Arthur J. Olsen*, *Michele De Sadeleer*. Second row: *Edward E. Keller*, *Richard Brendley*, *Maryanne Flynn*. Third row: *Francois Driesen*, *Jacques Simons*, *Paul Bradley*.

OCTOBER—*Secretary Vance*, left, welcomes former Secretaries *Kissinger*, *Rogers* and *Rusk* to fundraising dinner for the Diplomatic Reception Rooms. *(Photo by David M. Humphrey, Visual Services)*

DECEMBER—*Willie Salters*, one of 300 American employees and dependents evacuated from Pakistan, is greeted by his daughter. *(Photo by Walter Booze, Visual Services)*

OCTOBER—Embassy La Paz staff members come up for air after a day in a mine at 15,000 feet. From left are a mining company employee; *Bruce Porter*, minerals attache; *Bob Snyder*, *David Greenlee* and *Walt D'Andrade* of the Political Section; *Enrique Perez*, desk officer from State; another company employee; and *Fernando Urquidi*, embassy national employee. ■

FOREIGN SERVICE FAMILIES

Problems of children highlighted at symposium

Foreign Service youngsters have special needs, say experts

By Jane Teeple

Association of American Foreign Service Women

HOW TO HELP children adjust, overseas and returning to the United States, was the focal point of a "Child of Many Nations" symposium, December 1. The event was held at the Department, under the auspices of the American Association of Foreign Service Women (AAFSW), to highlight the International Year of the Child. An audience of some 200 heard psychiatrists, sociologists and mental health experts talk about transition, education, adaptation and other aspects of Foreign Service life. The Family Liaison Office and Overseas Briefing Center heads, Janet Lloyd and Joan Wilson, were on hand to cull information to send to overseas posts with a videotape of the discussion. AAFSW president Lesley Dorman welcomed evacuees from Pakistan. She read a message from the Canadian foreign service community commending the courage of American Foreign Service people: "Our hearts are with you, and particularly the families of your colleagues in Tehran during their terrible ordeal."

Moderator Jane Freeman, U.S. commissioner for the international year, introduced Dr. Sidney L. Werkman, who ledoff with "The Art of Effective Transition." The former psychiatric consultant to both the Peace Corps and the State Department spoke on the complex problems that stem from cross-cultural situations in host countries to, and on the problems of children who have grown into adolescents away from the United States. Still, he said, research reveals a great deal of evidence that Foreign Service people have a high level of adaptability and are able to cope with stressful situations, even more so than people who have not suffered the traumas of so much moving about.

Dr. Werkman and Ms. Freeman (left), with two other program participants. (Photo by Catherine Elliott)

Dr. Werkman had a great deal to say about the importance of "networks" and "support systems," and how they operate to help the young person in a new country. Family support, he said, as well as the international schools, other organizations, sports programs and recreational groups, are all essential to stability and continuity of life style for the adolescent or younger child, who do not have the built-in adaptability of their parents.

Foreign service children, Dr. Werkman said, as compared with non-mobile youngsters, have shown themselves to be lonelier but more self-reliant, "realistic and sensitive." From a sense of not belonging to any one group, because of spending a few years at one place before moving onto the next post, many youngsters develop a stronger self-image that leads to greater independence, but may also give them a feeling of being isloated, he said.

"Mobile people tend to become adept at making extensive, rather than intensive, friendships," Dr. Werkman said. He quoted one young American abroad as saying: "You know you're isolated when there are a lot of people around, but no one to talk to."

"Intimate friendships develop quickly and with great intensity and have built-in self-destruct qualities," Dr. Werkman said. He recounted one young man's experience who reported: "Never once did I have to break up with a girlfriend. My love affairs were always beautifully, romantically severed in first flush. You could stand at the airport or shipside and simply wave the relationship away."

However, following these separations, Dr. Werkman said, there can be a period of grief, and many times a mentor—who could be anyone willing to listen to a young person mourning a loss—may be very helpful. He added that a long period of mourning may not only be desirable but necessary for some adolescents.

That a family can ease the transition of moving to a new country or returning home was further elucidated by Dr. Bernardo Hirschman, from the Washington School of Psychiatry and Georgetown University, who led the panel discussion on "Families Living Overseas." By being aware that there are four different stages an individual experiences, and a time progression he must go through in adapting to a new country, one can make the transition easier, said Dr. Hirschman. During the first stage, which lasts two or three months, the individual is overwhelmed and excited by the new culture. "The reaction is astonishment and wonder, and the mood is elation and excitement," Dr. Hirschman said. "People become wrapped up in an intense desire to comprehend the differences and try to copy what goes on in the host culture." Adolescents may get involved with social or political groups in the new country during this period. If any family member's involvement becomes too intense, there may be physical repercussions, ranging from heart attacks to arthritis, he said.

Frustration ushers in the second stage, which usually lasts six to eight months. "The mood is confusion and surprise," Dr. Hirschman continued. "People wonder how they were so taken in not to see the problems that occur in the host country." Goals and hopes are not so clear, adolescents may act out their frustrations in antisocial ways, and family members tend to draw together.

The longest phase commences at about the 11th month, with the process of real acculturation. "The task is to be able to give up the old expectations and accept the reality of the situation," he said. "Commonly observed phenomena include a withdrawal from the community or family. It is important for families to give each member space to work this out. This phase, he added, can last as long as a year, and may be marked by drug abuse in adolescents and alcoholism or extra-marital affairs in adults.

The final phase, full integration, begins at the end of the second year when, Dr. Hirschman explained, "a person is a citizen of their own country, yet becomes a participant in the culture he or she lives in at the moment."

Asked why some families succeed and others fail, Dr. Hirschman replied: "Those families where the process of adaptation was shared, thrived, whereas families where the working member is isolated in a career, and delegates the problems to the spouse and children, do not do as well." He added: "If one family member has a crisis getting through a stage, it is a problem for the family as a whole. Also, the knowledge that successful adaptation is a normal step-by-step process, fraught with difficulties, can diminish anxiety. These are stages everyone goes through. Even if you've been to 20 countries, when you move on to the 21st, you have to go through it again.

Varying ways of tackling some of these same questions emerged from the workshops on "Mobility and Identity" and "Moveable Education." Dr. George Coelho, research psychologist from the National Institute of Mental Health; Mrs. Marguerita King, social worker from the Baker Foundation and World Bank spouse; and Michal Keely, daughter of a Foreign Service family, discussed ways of achieving self-identification. And at the workshop on education, sociologist Pierre Casse, from the World Bank, talked about children on the move, and presented a study showing how the overseas child encounters different cultural situations and is able to cope so successfully that, what might have been a problem, becomes a special opportunity and an enriching experience.

Winding up the afternoon, moderator Freeman expressed her thanks to everyone who participated in the symposium, and congratulated the AAFSW for "doing what the international commission hoped people would do."

Copies of the videotape are available through the Department's Family Liaison Office in Washington.

Fatso feeds again

Culinary correspondent is still on the job

By Fatso

The holidays are over, but the Newsletter *staff gourmet insists that he has more to report. It's an excuse, of course, for him to keep eating. The recipes below were compiled by him as his junket continued (see December issue).*

PICANA (BOLIVIAN SOUP)

I am reporting now from our embassy in La Paz, where Doris A. James is insisting that I try this creation of hers. I am responding by insisting on seconds. In fact, the recipe below, which serves six ordinary persons, is adequate for me:

6 pieces of beef, about 1½ lb.
6 pieces of chicken, about 1½ lb.
6 pieces of lamb, about 1½ lb.
1 small piece of pork, if desired.
6 small turnips, peeled and sliced.
3 to 4 peppercorns.
6 onions, peeled and sliced.
12 small carrots, peeled and sliced.
6 ears of white corn (yellow bantam if not available), cut into 3 pieces each.
3 bay leaves.
Salt.
12 to 18 small pears, peeled if de-

sired, and left whole, if very small; or 4 to 6 med. pears, cut into chunks.
Red wine, to taste.

Fry onions in vegetable oil until tender. Add carrots, turnips and meat (except chicken), and cook until meat loses its reddish color. Fill a large kettle with the meat (except chicken) and vegetables, and cover with water. Add bay leaf, peppercorns and corn halfway through cooking time. Simmer slowly for an hour and a half or more. Fry the chicken in oil in another pan, and set aside until meat in the first kettle is tender. Add the pears and chicken, and cook another 15–20 minutes until chicken is tender and pears still keep their shape. Season to taste and add wine as desired.

Ms. James

This soup is served traditionally in large bowls, with a piece of each type of meat in each bowl.

NEW DELHI DELIGHTS

I took the first plane to our embassy in India when I was advised that Beryl Dee Vrebalovich would agree to cook for me. I got there in time for breakfast and ate all of the following entrees. I append them here with her recipes. Ms. Vrebalovich said:

"I buy a 8–10 lbs. pork leg and make three types of sausage at once. Indian pork is extremely lean. I add 2 lbs. of pork fat and grind once. Freeze up to 3 months."

Breakfast sausage
4 lbs. pork.
Up to 1 tbs. chili flakes (or ½ tsp. cayenne).
4 tsp. salt.
2 tsp. black pepper.
2 tsp. sage.
1 tsp. liquid smoke.

Form into patties or stuff into casing.

Italian sausage
3 lbs. pork.
6 cloves crushed garlic (or ½ tsp. garlic powder).
1½ tbs. salt.
1 tsp. black pepper.
Up to 2 tsp. chili flakes (or ¼ tsp. cayenne).
2 tsp. fennel seeds.
1 tsp. thyme.
1 crushed bay leaf.
(¼ c. red wine—optional but good.)

Form into finger-sized pieces, or stuff.

Chorizo (Mexican sausage)
2 lbs. pork.
1 tsp. black pepper.
Up to 2 tsp. chili flakes (or ¼ tsp. cayenne).
4 tsp. oregano.
4 tsp. cumin.
1 tsp. cinnamon.
2 tsp. salt.
6 cloves crushed garlic (or ½ tsp. garlic powder).
(¼ c. brandy—optional but good.)

Form into patties or stuff.

Coddled and curried eggs
1 tbs. butter.
2 eggs.
½ c. milk.
½ tsp. curry powder.
Salt to taste.

Melt butter in a small omelette pan. Add milk and, when heated to bubbling, add eggs. Sprinkle with salt and curry power, and baste until done to your liking and milk is reduced to a gravy. Serve over hot buttered English muffin, toast, tortilla or chapatti.

Pancake bake
"This is really a giant popover. A spectacular breakfast, I serve it often to our frequent house guests. The pan must be hot and very thick. My very large paella pan does 4 to 6 eggs."

Ms. Vrebalovich

Preheat oven and pan to 425° F.

Proportions per person:
1 egg.
¼ c. milk.
¼ c. flour.
½ to ¾ stick butter for 2 to 6 eggs.
Ground nutmeg.
Preserves.

Melt butter in already heated pan. Mix eggs, milk and flour with a whisk—a few small lumps doesn't hurt. Pour slowly into melted butter and sprinkle with nutmeg. Bake at 425°F for 20 minutes and serve immediately. Or, alternatively, for 15 minutes. Turn oven off and hold until you finish your breakfast fruit. Serve with lots of berry preserves.

CURRIED CHICKEN SALAD

While in New Delhi, I was introduced (oh happy day!) to Paula Fenner, who also fed me and gave me this recipe:

Wrap 2 large breasts and 2 thighs and legs in aluminum foil and cook until done in oven. Debone and cut into bite-size pieces. Toss with ½ cup shredded green pepper and 12 cucumber balls. Add ½ cup french dressing. Refrigerate as long as overnight or until chilled.

Before serving, drain off dressing and toss salad with ½ cup mayonnaise (not salad dressing), mixed with 1 tablespoon chopped fine onion, parsley and chives and 1 teas. curry powder. Serve in a tomato or on a bed of lettuce. Delightful for a ladies' lunch. Serves 6.

Ms. Fenner

TURKISH CHICKEN WITH WALNUT SAUCE

My next stop was at the residence of Ambassador Ronald I. Spiers in Ankara, where I was received by his wife, Patience Spiers, and my good friend Yusuf Bulut, the cook at the residence. They contibuted the following recipe:

6 chicken breasts.
4 slices bread.
3 cloves garlic.
1 1/3 cups walnuts.
½ cup milk.
3 tabsp. melted butter.
1 tsp. red pepper.
Salt and pepper to taste.

Boil the chicken breasts until tender. Remove skin and bones and break apart with your hands into very fine shreds. Arrange the chicken on a platter. Soak the bread in the milk for five minutes. Then put the bread, milk, garlic, 1 cup of walnuts, and chicken skins into the blender jar. Cover and blend at medium speed for two minutes. Spread the sauce on top of the chicken. Combine the melted butter, 1/3 cup walnuts finely chopped and the red pepper. Dribble over the top of the walnut sauce. Serve at room temperature. Serves about eight as one item on a buffet.

ISRAELI LATKES (POTATO PANCAKES)

I lingered in Ankara, over repeated servings of the chicken with walnut sauce, and therefore did not get to Tel Aviv in time for the Chanukah festival. Nonetheless, I prevailed on my good friends there to rekindle the candles and feed me. Here is the recipe for what I ate:

4 c. raw potatoes, finely grated (about 8 potatoes).
2 eggs, well beaten.
1 tbsp. matzo meal.
Pinch baking powder.
1 tbsp. grated onion (optional).
3 tsp. salt.
½ tsp. pepper.

Peel and grate potatoes by hand or use blender. Combine with remaining ingredients. Drop by heaping tablespoonfuls into hot oil in frying pan. Fry until crisp at edges on under side before turning. Serve sprinkled with sugar, with applesauce as side dish; or cover pancakes with applesauce.

MOROCCAN PARTRIDGES

I decided, as many gourmets do, to stop in our consulate in Casablanca on my way home. Mrs. Peter Sebastian did the honors for me and added the following recipe to my collection:

Wash, clean 6 young partridges. Rub with salt, rinse and drain. Chop 2 onions and put with 3 or 4 tablespoons butter and 1 pkg. saffron to simmer, then add partridges and salt and a fair amount of fresh-ground black pepper to taste. Add a few blanched almonds and the biggest and best raisins you can find (they won't equal Morocco's raisins). Add a few thin rounds of carrot, and a little chopped parsley and water to half-cover. Cover closely and simmer till birds are tender. Keep birds warm apart, add more chopped onion, parsley, saffron if needed, almonds and raisins, and cook lightly. Rewarm birds in this exquisite sauce and serve.

Sauteed green and red peppers accompany this nicely. ■

BANGKOK—Ambassador Morton I. Abramowitz, right, presents Meritorious Honor Awards to personnel specialist *Vitaya Pitayonont*, left, and Family Liaison Office coordinator *Dorothy Anderson*.

DIPLO-CROSTIC No. 2

BY CAROL BECKER
Department of State Libra

DIRECTIONS

To solve this puzzle, write the *WORDS* that you can guess from the *DEFINITIONS* in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading from left to right. When all the *WORDS* have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each *WORD* reading down. The solution will be published in next month's NEWSLETTER. (Ms. Becker's "Diplo-Crostic No. 1" appeared in the December 1978 issue; the solution was in the January 1979 NEWSLETTER.)

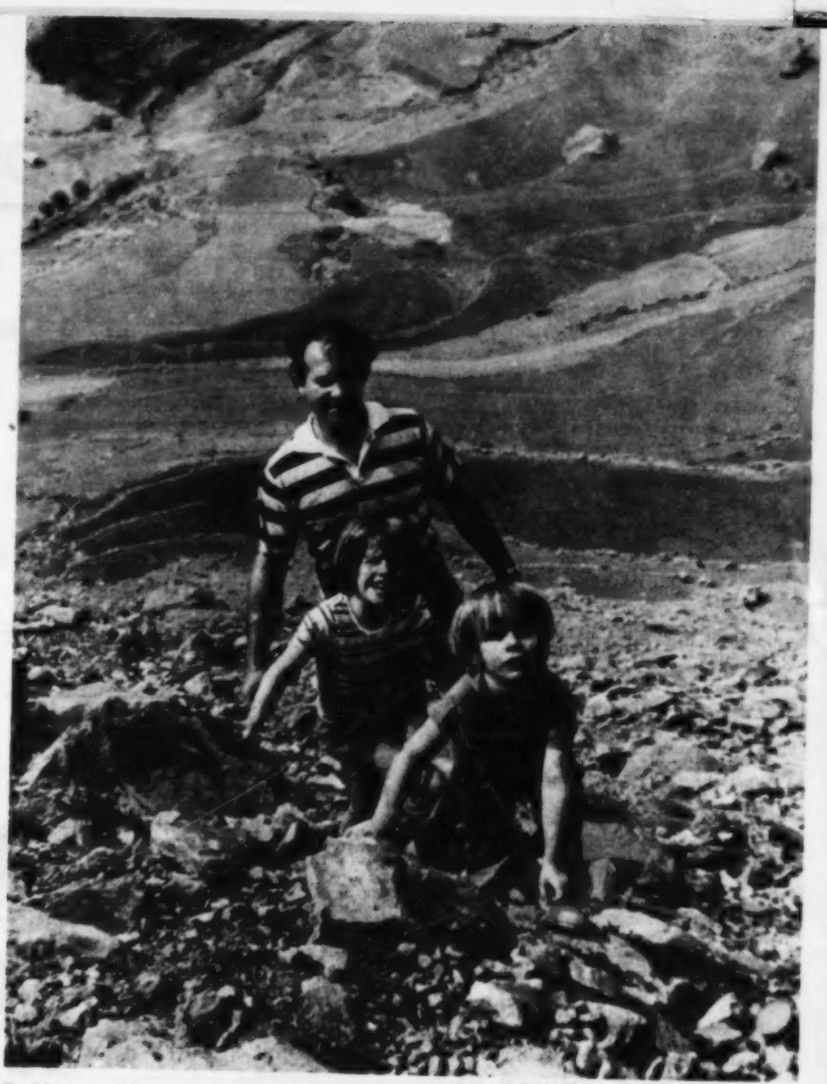
DEFINITIONS	WORDS
A. What Kissinger and Nixon supposedly put on in Cambodia.	42 86 149 159 174 52 130 14
B. Iran was willing to pay $1.2 billion for seven of these in 1977.	68 154 8 88 202
C. The Miranda decision concerns this.	109 28 105 156 74 126 198 15 151 204 61 187 116 41
D. Delivers the insulin, e.g.	148 100 21 205 93 80 16
E. Site of conference in 1949 in which Israel implicitly recognized Jordanian sovereignty over the West Bank.	145 49 177 55 123 85

■	■	■	■	■	■	1F	2U	3V	■	4R	5Y	6U	7G	8B	■	9Y	10I
11T	12W	13X	■	14A	15C	16D	17U	18G	19K	20J	■	21D	22V	23F	24M	25L	26N
27O	28C	29I	30V	31H	■	32O	33V	■	34W	35K	36G	37F	38Q	39O	40M	41C	42A
■	43V	44X	45O	46N	47P	■	48V	49E	50K	■	51P	52A	53U	54I	55E	56G	57P
58R	■	59U	60S	■	61C	62X	63Q	64V	65M	66F	67L	68B	69X	70P	71Y	72T	■
73H	74C	75U	■	76F	77K	78J	79P	80D	■	81Y	82L	83W	84K	85E	■	86A	87J
■	88B	89V	90W	91S	92X	■	93D	94G	95J	96Q	97V	■	98V	99F	100D	101F	■
102P	103X	104T	105C	106I	107T	108S	■	109C	110F	111G	112T	■	113O	114M	115L	116C	117Y
■	118Y	119S	120V	121M	122X	123E	124W	■	125R	126C	127J	128M	■	129L	130A	131W	132I
133T	134U	135S	136J	■	137U	138F	139V	140J	141T	142G	143R	144N	■	145E	146H	147I	148D
149A	150V	151C	152M	153K	■	154B	155M	156C	157P	158G	159A	160K	■	161H	162S	■	163G
164O	165U	166P	167V	168K	169J	170F	171L	172K	173O	174A	175S	■	176K	177E	178M	179N	180P
181L	182F	183G	■	184W	185V	186U	187C	188R	189O	190N	191K	192J	193G	194L	■	195X	196S
197O	198C	■	199O	200V	201J	202B	203Q	204C	205D	■	■	■	■	■	■	■	■

F. Currency in currency.	162 23 110 1 101 66 170 37 99 136 76
G. Devices used in telegraphy.	36 158 193 7 111 163 94 142 56 18 183
H. "That what he speaks is all in debt; he _____ for every word" (Timon of Athens, I, 1).	161 73 146 31
I. Early California pioneer.	54 10 29 147 106 132
J. Contrapuntal musical forms.	192 127 140 78 87 201 95 169 20 136
K. It might determine an investigation of dumping.	191 84 62 172 168 50 160 77 19 35 176 153
L. "Think now, who that was _______ ever perished?" (Job, 4:7).	115 67 25 171 129 82 194 181
M. What the Carter administration might be tempted to play.	121 114 65 178 40 152 155 24 128
N. The dominoes that didn't fall.	26 144 46 190 179
O. An OECD strategy for Western economic recovery.	27 32 113 197 39 199 45 173 189 164
P. Panama Canal treaty reservation.	102 57 157 180 47 51 70 79 166
Q. In electrolysis, they lose their charges.	203 38 96 63
R. What nervous stomachs sometimes do.	4 125 143 188 58
S. Convey, send.	175 196 119 91 108 60 135 182
T. Rats.	141 11 104 133 107 112 72
U. Willy Brandt's Nobel Prize-winning strategy.	75 186 134 137 59 2 6 17 53 165
V. Nickname for the Conference on International Economic Cooperation.	167 22 33 120 98 64 43 200 30 89 3 139 185 97 48 150
W. C_3PO.	83 131 34 124 184 90 12
X. Disreputable; tawdry.	69 92 195 44 103 13 122
Y. A name of God.	81 117 5 118 71 9

POST OF MONTH: YOUR FRIENDS IN YEMEN

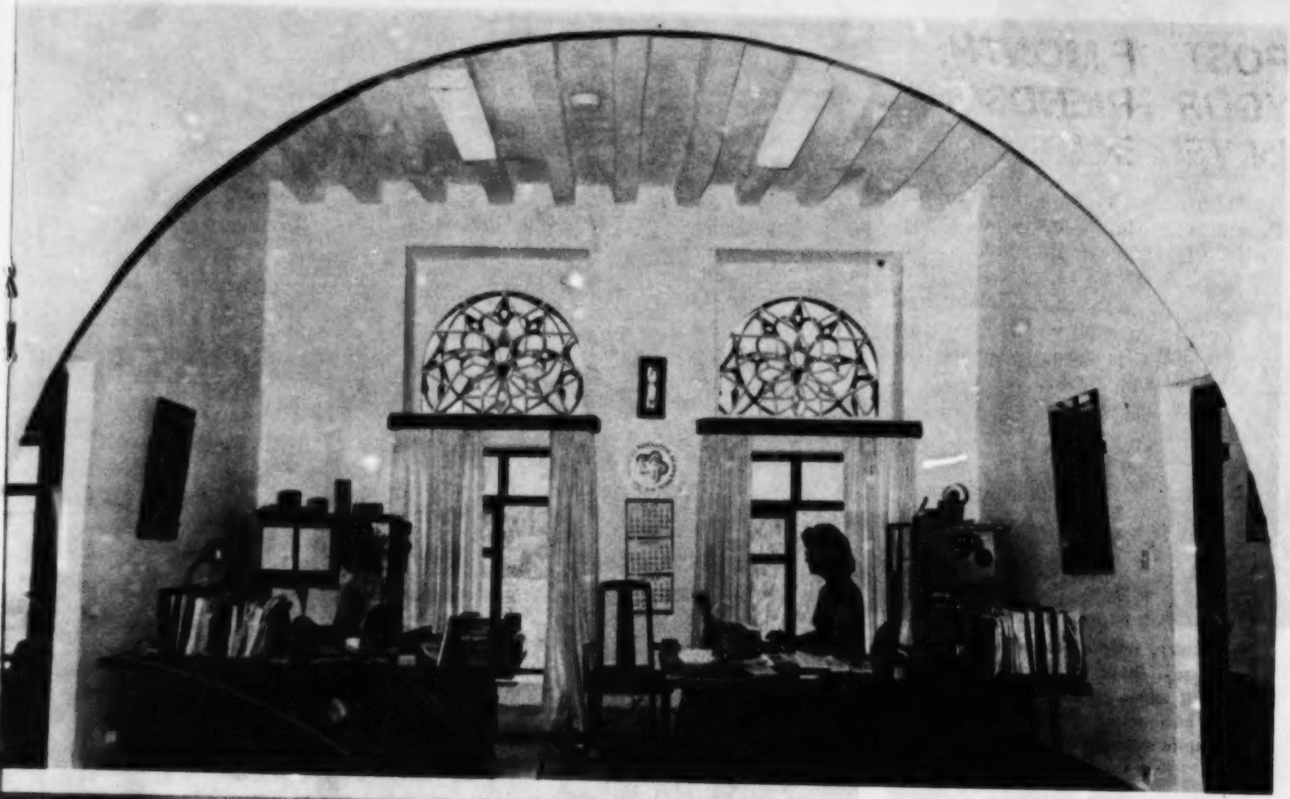
The embassy at San'a, in the Yemen Arab Republic, is more picturesque than you might think. These pictures were taken by *Rosalie Rakow*, wife of telecommunications officer James Rakow. This is the latest in a NEWSLETTER series on life at Foreign Service posts.



Teddy and Cheryl Gnehm and their father, deputy chief of mission Skip Gnehm, make it all the way to the top.

In front of chancery are general services officer *Paul Smith*, administrative assistant *Abdul Qader* and administrative officer *Gene Bishop*. They're discussing how to deliver water to the residence; the water wagon donkey is sick.

Public affairs officer *Jim Callahan* entertains his daughter, *Robin*, while handling office affairs.



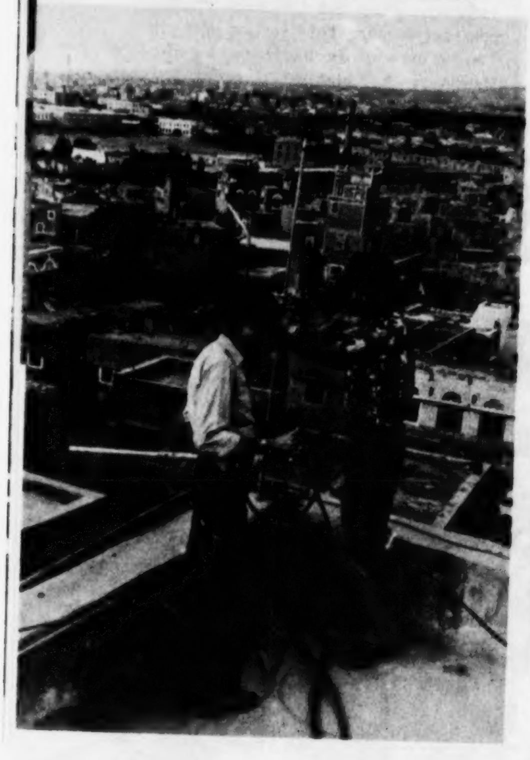
Stained-glass windows, plastered wood ceiling beams and graceful archways provide work atmosphere for secretaries *Vicki Eckman* and *Sally Kahdy*. Last year, the roof fell in, literally, on the latter's typewriter.

Consular officer *John Vessey*, who works in converted storage area referred to as "the dungeon."

At the health unit, from left: Sgt. *John Hunter*, medical assistant; *Dottie Bishop*, embassy nurse; and Dr. *John Phillips*, contract doctor. They're not *that* tall! The doorway is built to Yemeni standards—5'6" high.

Alida Vessey, wife of consular officer John Vessey, shops in the souk for the great (but expensive) buys in Bedouin jewelry, antique rifles and jambias—the curved knife worn by all Yemeni men.

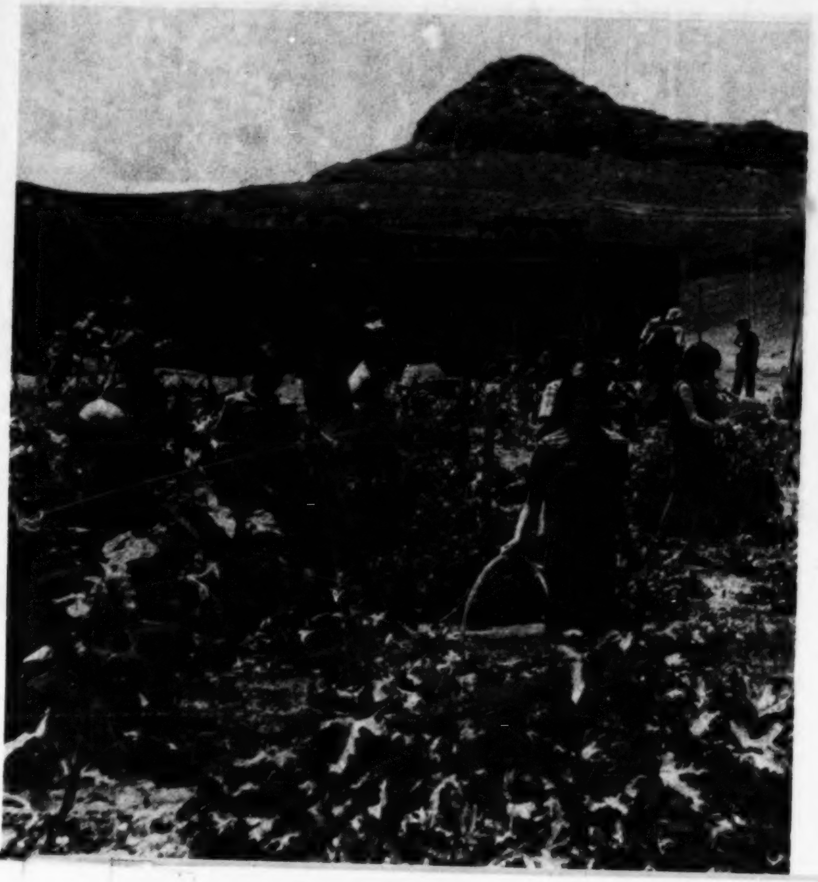
Communications officers *Glenn Cockerill* and *James Rakow* install an antenna.

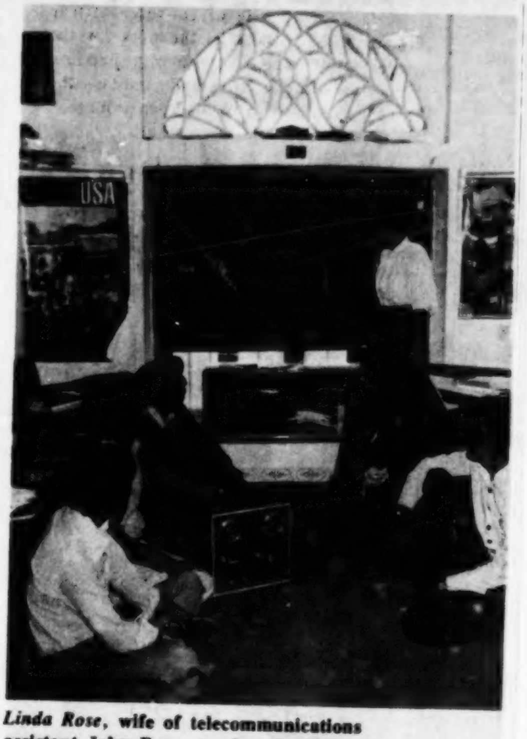


In his apartment high above the city, economic officer *Bob Cekuta*—after a hard day's work.

AID agriculture planning session. Seated, from left: *Ronald Hammersley*, financial analyst; *Nahil Khaldi*, consultant; *F. Gary Towery*, AID Yemen desk officer; *Phillip Upchurch*, University of Arizona; *Mary C. Neville*, acting mission director, AID; *Ray E. Fort; John E. Bean; Donald Heckerman*, consultant; *Charles M. Uphaus.*

Curriculum at the international school features gardening. In foreground are *Merideth Smith* (with prize squash), daughter of Ed Smith; *Hope Jenkins*, daughter of George Jenkins; *Kareme Jadallah*, daughter of Bill Jadallah; and *Jim Noles* (with hose), son of Jim Noles.





Linda Rose, wife of telecommunications assistant John Rose, teaches English to Yemeni students.

Marines volunteer to paint commissary. Top to bottom: *Kelly Shafer, Timothy Riordan, Marc Halcomb* and *James Crumbley*.

Telecommunications assistant *John Rose* and son *Jay* collect gastropods (snail shells) at a fossil field.

Peace Corps director *Keith Simmons* serves an ace as he practices for tournament against British embassy. ■

Ask Doctor Dustin

This column by Eben H. Dustin, M.D., chief of the Department's Office of Medical Services, appears monthly in the **Newsletter**. *Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Dustin directly. In either case, your privacy will be respected; your post will not be identified.*

Q.

NEAR EAST

Two of my friends had a breast removed this year, and I'm really terrified about breast cancer. Can I prevent this from happening to me?

A.

You should develop a very important health habit—monthly breast self-examination. You're terrified because you've read that breast cancer is the No. 1 killer of American women. That's true, but it doesn't have to be! When found early and treated promptly, breast cancers have the best chance for cure. The majority of them are discovered by women themselves, not by their physicians. Of course, you should see your doctor annually for your regular examinations, but since breast cancers can start and develop within a short period of time, your own self-examination *every month* is your best defense. You should perform this examination at the end of your menstrual cycle, when your breasts are not swollen and are easier to examine. If you've gone through menopause, chose any day of the month that's convenient and be sure to check on that day of the month *every month*.

How do you know if you find a lump? Not all swellings or breast changes or enlargements are cancerous; in fact, most of them are not. Menstruation or hormonal imbalances can commonly cause swellings that are not true lumps. They are normal and, just as they appear, they may disappear without a trace. Also, some women have breasts that are naturally lumpy or irregular in texture. Such breasts are difficult to examine. Nevertheless, every woman must examine herself *regularly* in order to identify the normal thickenings, indentations and irregularities of her own breast tissue. You must know what is ''normal'' in order to detect if something ''abnormal'' is present! Another comment: Thin women often have prominent ribs. Can you feel yours? You can identify them by their connection to the breast bone. Ribs are sometimes mistaken for lumps. Further, no woman has two breasts that are exactly alike, so don't be alarmed if you find differences in the tissue or texture of your breasts. The important thing is for you to develop the habit of examining your breasts monthly. If you find any unusual lumps, check with your physician. On the next page are diagrams and instructions to help you in developing this important health technique.

Q.

EUROPE

I burned myself recently while cooking, and started to put butter on my arm. My daughter told me not to do that. What is the current first-aid treatment for kitchen burns?

A.

Your daughter was right . . . . don't ever put butter, grease or lard on burns! You should immediately apply ice to the burned area or, if possible, immerse it in ice water. By putting the burned arm, leg, finger, or whatever, in ice water, you quickly stop the pain and prevent the loss of serum, a normal body fluid. You should keep the ice water on the burned area for 20–25 minutes, at least. Then you can apply an antiseptic or burn ointment if the burned spot is open and oozing. If there is no drainage, the burned area should be kept open and exposed to the air for rapid healing. The use of butter, lard or other kitchen oils for burns is not recommended by any medical authorities. Although advocated in the past and perhaps soothing, application of butter or lard greatly increases the risk of infection.

Q.

AFRICA

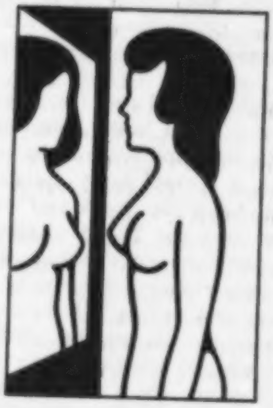
When we first joined the Foreign Service 15 years ago, and our children had ear, stomach or throat infections, they used to get Tetracycline, which usually cleared up their fevers right away. We have a regional medical officer at our present post who now tells me that children should not receive Tetracycline for infections. Instead, he usually prescribes other kinds of antibiotics, usually a penicillin drug, for infections. Why isn't Tetracycline still a wonder drug for children?

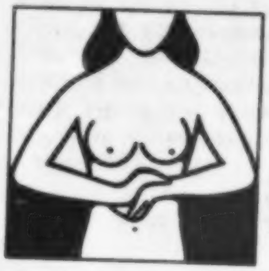
A.

It still is an excellent broad-spectrum antibiotic used by physicians for very specific medical conditions. However, adverse reactions to this drug can occur in children who receive it. So the drug is no longer recommended for general use with children. To be specific, when given during tooth development (the last half of pregnancy, infancy and childhood to the age of 8), Tetracycline may cause depression of bone growth and permanent discoloration of the

The simple technique of breast self-examination

FIRST LOOK-standing in front of a mirror





1. Let your arms hang relaxed at your sides. Now carefully inspecting your breasts both from the front and sides, look for:

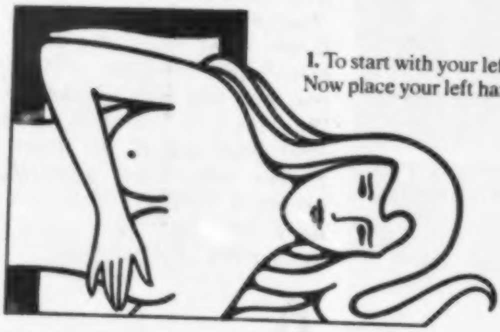
- **a)** distinct changes in size or shape since your last examination
- **b)** any dimpling or puckering of the breast
- **c)** unusual changes in the appearance or position of the nipples.

2. Next, stretch your arms overhead, and repeat the same examination.

3. With your elbows turned outward, push the heel of one hand hard into the palm of the other. This will tense your chest muscles and make any changes such as dimpling or thickening stand out.

4. Finally, squeeze each nipple and the area around the nipple, and note whether there is any discharge. If there is, or if any other findings strike you as unusual, don't wait. See your doctor. He can tell for sure.

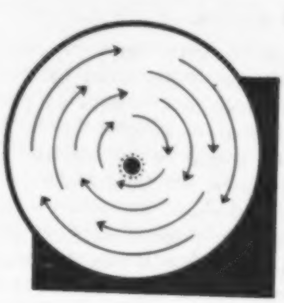
THEN FEEL-lying down in bed*



1. To start with your left breast, place a pillow or folded towel under your left shoulder. Now place your left hand underneath your head.

2. With your right hand, feel for unusual lumps or masses. Using the flat of your fingers, not the tips, press gently at the very top of your breast. Now continue feeling with your fingers in a clockwise motion around the outside of your breast, until you've returned to where you started.

3. Next, move your fingers about one inch toward the nipple. Trace another circle, pressing gently as you go. Do this at least twice more, moving always closer to the nipple. Finally, feel the nipple area too.



4. Repeat the procedure on your right breast, pillow under right shoulder, right hand under head.

Again, if you find any suspicious lump or thickening, don't be alarmed. But do *visit your doctor and let him make the diagnosis.*

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* This spiral technique of circling in toward the nipple is recommended by the American Cancer Society, 1975.

teeth, as well as distortions of the tooth enamel. Therefore, your regional medical officer is quite correct in not using this drug for your children, particularly since there are several other available antibiotics without these side-effects.

DR. DUSTIN'S HEALTH HINTS

Carbon monoxide poisoning

The danger of carbon monoxide poisoning is commonly recognized in cold climates, in association with the use of gas, kerosene and oil space heaters. That it is also a significant danger in tropical areas of the world when associated with the use of gas hot water heaters in poorly ventilated bathrooms, is not commonly recognized. An unvented heater or one which is poorly adjusted and dirty can produce deadly quantities of carbon monoxide. I suggest these rules for the operation of fuel-fired heaters:

- Never sleep in a room with a heater burning. Instead, get extra blankets and turn the heater off until morning.
- Even when you are awake, keep a window partially open if you must use an unvented heater to prevent accumulation of carbon monoxide.
- Never use a heater that burns with a yellow flame. Heaters that burn with a yellow flame when closed are not functioning properly and excessive carbon monoxide is being given off. The flame should be blue and burn evenly.
- Heaters should be inspected periodically to insure that they are properly adjusted and clean.
- The flue of a ventilated heater should be cleaned periodically to insure that it is clear and clean.

Alcohol Awareness Program

What is alcoholism? What is alcohol?

What is beverage alcohol?

The word "alcohol" derives from the ancient Arabian word "al-kukul" which meant "finely divided spirit." There are different types of alcohol—among them: propyl, isopropyl, isobutyl, isopentyl, methyl and ethyl. Ethyl alcohol, the intoxicating substance in the alcoholic beverages we drink, is a colorless inflammable liquid, a chemical compound (C_2H_5OH), and a food (it supplies calories but has no nutritive value). From a medical and physiological point of view it is an irritant, an antispetic, a drying agent, a sedative, an anesthetic, and hypnotic agent. It is an analgesic which, unlike other analgesics such as aspirin, reduces pain by putting the brain to sleep. Ethyl alcohol is also a craving-producing, habit-forming, potentially addictive and poisonous narcotic drug. It is considered a drug because of the profound effects it has on the central nervous system.

Effects on the central nervous system

Alcohol acts as a depressant or anesthetic on the central nervous system. Initially it seems to produce feelings of stimulation. This occurs because alcohol depresses the portion of the brain which controls our inhibitions and restraints, making us feel buoyant and exhilarated. As we continue to drink on a given occasion, the percentage of alcohol in our bloodstream continues to increase, producing depression of the various areas of the brain, with corresponding effects upon our judgment, emotions, behavior and physical well-being.

What is alcoholism?

Defined by the American Medical Association and the World Health Organization as a disease, alcoholism is *uncontrolled drinking*. It is a state of drinking where alcohol becomes the be-all and end-all of existence. In its chronic, addicitve state, one drink inevitably leads to another, and then another, until a condition of total intoxication or stupor is reached. In contrast, responsible use of alcoholic beverages is characterized by the appropriateness of the occasion and a consideration of one's personal welfare and that of others. *Uncontrolled, destructive* drinking marks the alcoholic.

During the course of its development, which ranges from months to years, personal health, work, family and social relations are all jeopardized. Finally, even the familiar, commonplace things like driving a car, or organizing a household, are no longer manageable. If alcoholism does not always have a clearcut beginning, its end is all too certain—physical and mental disability, death.

The course of alcoholism takes many twists and turns. There are cases where the alcoholic may remain sober for weeks, even months. Such periodic attempts by the alcoholic to stay sober in the effort to demonstrate that drinking is under control can be a symptom of the illness. The alcoholic may be trying to pretend he can control his drinking when really he can't. Despite long periods of abstinence, the alcoholic usually returns to his uncontrolled drinking when he resumes drinking.

Nor is it always a dramatic crisis that creates anxiety and stress and thus induces a person to seek comfort in alcohol. Drinking may be an attempt to overcome the drab monotony of everyday life, to substitute for what a drinker considers lost opportunities and unfulfilled expectations. There is among many problem drinkers a sense of private martyrdom coupled with excessive self-pity.

Studies in alcoholism underscore the difficulty many problem drinkers have in handling frustration: something goes wrong at work, a problem crops up within the family, plans don't work out, a friendship is strained. These and scores of unplanned and unexpected events build up feelings of confusion and resentment, leading to the belief that "everyone is out to get me" or "no one understands."

What are the common symptoms?

Alcoholics differ in backgrounds and experiences. There are, however, certain common symptoms and behavior patterns that identify the alcoholic. It would be rash to make a judgment based on such surface signs as a flushed face, bleary eyes and slurred speech. These may be present, but a combination of the following symptoms is a more certain sign of destructive drinking:

- The inability to stop at one or two drinks.

- Increased dependence on alcohol.
- The inability to remember what occurred during drinking bouts.
- Passing out when drinking.
- Drinking alone.
- The need for a drink the next morning.
- Feelings of guilt and remorse.
- Attempts to hide drinking.
- Increase in the amount of alcohol consumed.
- "Gulping" drinks.
- Lateness and absenteeism at work.
- Neglect or indifference to personal appearance.
- Neglect of other financial obligations to pay for alcohol.
- Family quarrels and family tensions over drinking.
- Lateness in returning home, with a growing number of excuses (or, perhaps, offering no excuse at all).
- Changes in eating and sleeping habits.
- Increased irritability.
- Hostile and belligerent behavior when drinking.
- Hand tremors and increased nervousness.
- Falling, stumbling or other types of unstable behavior.
- Hiding and protecting liquor supply.
- Repeated attempts at abstinence.
- The angry denial that one has a drinking problem, usually accompanied with a strong "alibi system" to excuse, explain or minimize increased drinking.
- In its terminal phases, impairing such vital organs as the brain, liver and gastrointestinal system.

If you have a problem or think you MIGHT have a drinking problem, please call the Alcohol Awareness Program, (202) 632-1843 or 632-8804. At post, contact your Alcohol Awareness Program coordinator, the health unit, or regional medical officer. All inquiries are held in confidence.

The Alcohol Awareness Program expects to devote its contribution to the March NEWSLETTER to what supervisors can do to help an employee with a drinking problem. If you are a supervisor with such an employee, and have any particular problem areas you would like covered in our article, please call the above numbers. ■

BANGKOK—Counselor for administrative affairs *George C. Jenkins*, center, signs a contract for Foreign Service national employee group health insurance. With officials from the insurance company are general services officer *Richard Bienvenue*, seated at right, and personnel officer *William Marcellus Butler*, standing, second from right.

EDUCATION AND TRAINING

Early morning language classes

Early morning language classes will begin on February 18 at the Foreign Service Institute. The second semester will continue for 17 weeks, through June 15. Instruction will be offered in French, German, Italian, Portuguese, Russian and Spanish, five days a week, 7:30 to 8:40 a.m. Transportation to the SA-3, SA-6 and SA-15 annexes from Main State and return will be available. All three buildings are within two blocks of the Rosslyn Metro station.

To avoid the interruption which frequent or prolonged absence causes, all class members will have to meet a rigorous attendance standard. Those whose attendance is below 80% in any consecutive eight weeks will be dropped. Absence for any reason, including TDY (temporary duty) is counted in applying the attendance standard.

Priority is given in selection to personnel with a Foreign Service designation and to those who have an immediate job-related need for the language. Such needs should be described in detail on the application. Admission of former students depends upon a satisfactory rate of progress during previous training.

Prospective students who have never taken the Modern Language Aptitude Test (MLAT) must arrange to take this test before January 25. Beginning students who score below 50 cannot be accepted. Exceptions may be made for those who document on the form a history of previous language learning success at the institute or other comparable institution, as evidence of language learning ability. To arrange to take the MLAT, call the Testing Unit on 235-8801. Since early morning training is taken on the student's own time, it is basically the responsibility of the prospective student to make sure that his application is submitted to the institute's Registrar's Office not later than January 25. State personnel, after obtaining their supervisor's approval, should forward their

Schedule of courses at Foreign Service Institute

Program	*Feb.*	*Mar.*	*Apr.*	*Length of course*
Administrative training				
Administrative Operations	—	10	28	2 weeks
General Services	—	24	—	4 weeks
Personnel Laboratory	18	—	14	3 weeks
Budget and Financial Management	18	10,31*	21*	6 weeks
		*Tentative		
Consular training				
ConGen Rosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			9 months
Nationality Law and Consular Procedures	Correspondence course			9 months
Special Consular Services	Correspondence course			9 months
Consular Employees Professional Seminar	—	3	—	3 weeks
Political training				
Foreign Affairs Interdepartmental Seminar	—	—	7	2 weeks
Multilateral Diplomacy	4	—	—	1 week
Executive-Congressional Relations	—	10	—	1 week
Seminar on Terrorism	11, 20	3, 17	7, 14, 28	1 day
Political Workshops	—	—	14	4 days
Science and Foreign Affairs	25	—	—	1 week
Executive development				
Executive Performance Seminar (off-site)	—	9	27	5 days
Supervisory Studies Seminar (off-site)	10	—	13	5 days
Foreign Service officer orientation	Dates to be announced			
Orientation				
Foreign Service Secretarial Training	11	—	7	5 days
Departmental Clerical Orientation	4	10	14	5 days
Departmental Officer Orientation	18	—	14	2 days
Foreign Service Orientation	—	17	—	1 week
Equal employment opportunity	—	25	29	1 day
Communication skills				
Basic Office Skills and Techniques	—	18	—	20 hours
Word Processing Techniques	Weekly, as applicants warrant			35 hours
OCR Telegram Preparation	As applicants warrant			4 hours
Basic Writing Skills	5	—	—	16 hours
Art of Machine Transcription	8	7	18	3 hours
Workshop in the Preparation of Travel Vouchers	—	21	25	3 hours
Courses for professional managers				
Effective Oral Communication for Managers	—	—	3	12 hours
Effective Writing for Managers	—	4	—	16 hours
The Art of Dictation Workshop	8	7	18	3 hours
Workshop for Foreign Service families				
Workshop for Foreign Service Families	—	17	—	2 weeks
Career Counseling	—	—	21	3 days
Going Overseas	2	1	12	1 day
Community Skills	—	10	—	1 week
English Teaching Seminar	4	—	—	1 week

—*(Continued on next page)*

—(Continued from preceding page)

Area studies and language training

Program	*Feb.*	*Mar.*	*Apr.*	*Length of course*
Area studies				
Africa, Sub Sahara	25	24	21	2 weeks
Western Europe	—	24	21	2 weeks
Eastern Europe and USSR	25	24	—	2 weeks
Latin America	25	24	21	2 weeks
Near East and North Africa	25	24	21	2 weeks
People's Republic of China	—	10	—	2 weeks
South Asia	—	—	21	2 weeks
Southeast Asia	25	—	21	2 weeks
Western European languages				
Danish	11	—	—	24 weeks
Dutch	11	—	—	24 weeks
French	11	10	7	20 weeks
German	11	—	7	20 weeks
Italian	11	—	7	20 weeks
Norwegian	11	—	—	20 weeks
Portuguese	11	—	7	20 weeks
Spanish	11	10	7	20 weeks
Swedish	11	—	—	20 weeks
Other languages				
Afrikaans	11	—	—	24 weeks
Arabic (Modern Standard) (in Tunis)	11	—	—	12/15 months
Arabic (Eastern)	11	—	—	24 weeks
Chinese (Standard)	11	—	—	24 weeks
Chinese (Standard) (in Taiwan)	11	—	—	12/15 months
Czech	11	—	—	24 weeks
Dari (Afghan Persian)	11	—	—	24 weeks
Farsi (Iranian Persian)	11	—	—	24 weeks
Greek	11	—	—	24 weeks
Indonesian	11	—	—	32 weeks
Japanese	11	—	—	24 weeks
Japanese (in Yokohama)	11	—	—	12/15 months
Polish	11	—	—	24 weeks
Romanian	11	—	—	24 weeks
Russian	11	—	—	24 weeks
Serbo-Croatian	11	—	—	24 weeks
Swahili	11	—	—	24 weeks
Thai	11	—	—	24 weeks
Turkish	11	—	—	24 weeks
Early morning language classes				
French	18	—	—	17 weeks
German	18	—	—	17 weeks
Italian	18	—	—	17 weeks
Portuguese	18	—	—	17 weeks
Russian	18	—	—	17 weeks
Spanish	18	—	—	17 weeks

applications directly to the Registrar's Office, Room 100, SA-3. For further information, contact Linda Birkner, telephone 235-8816.

State gets space at executive seminar

The Department has been allotted one space in the two-week management development seminar at the Executive Seminar Centers on the following dates: February 3–15, at Oak Ridge, Tenn.; March 16–28, at Kings Point, N.Y.; and April 20–May 2, at Oak Ridge.

This seminar replaces the course "Seminar for Advancing Managers." It is for experienced managers who need to sharpen existing, or acquire new management skills and knowledge to effectively carry out their responsibilities. This seminar examines the role of the Government manager in meeting public needs and expectations. It involves intensive classroom work designed to strengthen the manager's capacities to manage human and material resources more effectively in achieving organizational goals.

Topics to be included are: Understanding and working effectively within the several environments of the federal system; complexity and conflict in human resource management; behavioral science (understanding individual and group behavior in work situations); productivity improvement approaches; planning, implementing and evaluating programs; effective time management and use of delegation; reviewing program justifications (zero-base budgeting and sunset laws); and managing in an era of growing openness.

This seminar is for those at the GS-13, FSO/R-4, FSS-2 levels and above who have been in managerial positions for 24 months or longer, and have received some previous formal training in management. Nominations of candidates, submitted on Form DS-755 and Optional Form 170 (obtainable from Bureau Training Officers), should be sent to the Extension Studies Program, Room 100, Foreign Service Institute (SA-3) through the appropriate bureau training officer. Deadlines for receipt of nominations are January 11, February 1 and March 7. The Foreign Service Institute will pay program expenses, including reduced per diem and travel costs for persons selected to attend. Information may be obtained from the Extension Studies Program, Ext. 235-8764. ■

Fine Arts Committee

The Fine Arts Committee of the Department will hold its fall meeting on January 18 at 2 p.m., in the John Quincy Adams State Drawing Room. The agenda will include a summary of the work of the Fine Arts Office since May 1979, the announcement of all gifts and loans from January 1 to December 31, 1979, as well as a report on the status of the architectural improvements in the lounges of the Diplomatic Reception Rooms. Also on the agenda will be a report on the fundraising dinner held September 19. The meeting is open. ■

American diplomacy 1780

By Jan K. Herman

January 1780

The Cruelest Winter

"We were absolutely, literally starved. I do solemnly declare that I did not put a single morsel of victuals into my mouth for four days and as many nights, except a little black birch bark which I gnawed off a stick of wood, if that can be called victuals."

A new decade begins at Morristown, New Jersey, for Private Joseph Plumbe Martin and his comrades in arms. Along the middle Atlantic coast one ferocious storm follows another in quick succession, causing untold misery. On the 17th the Pennsylvania Packet reports that ". . . many were slenderly provided with necessaries for subsistence, we have reason to apprehend that we shall shortly hear many melancholy accounts of private distress in the country, and that from the sea-coasts and vessels at sea, the accounts will be dreadful."

Long Island Sound is almost completely frozen over due to near- and below-zero temperatures. By the end of the month, the Hudson River and portions of upper New York Bay can be traversed on foot. In Manhattan, British occupation troops eat, drink and make merry. Winter and war seem a long way off.

Not surprisingly, the overall military situation is as bad as the weather. No pay, no clothes, and no food result in open mutiny on the 2nd, when six Pennsylvania regiments leave camp and head for Philadelphia to confront the Congress with their demands. After hearing their grievances at Princeton, congressional representatives promise relief and the soldiers return to camp.

A more serious incident occurs on the 20th, when three New Jersey regiments mutiny. Fortunately, loyal troops put down the revolt in short order, and General Washington orders a court martial for the ringleaders. They are found guilty and executed.

Militarily, the French alliance has thus far been more than disappointing. Every French naval initiative has ended in disaster. At no time have they been willing to augment American troops with sufficient numbers of trained soldiers of their own. Money and supplies, welcome though they are, simply are not enough.

In the Congress, the Lee-Adams faction has not been satisfied with Dr. Franklin's performance in obtaining French money. Those delegates see to it that Lt. Col. John Laurens, an aide to General Washington, is appointed special envoy to France with instructions to raise 25 million livres. This attempt to undercut Franklin appears to be intentional.

On the 8th, off Cape Finisterre in the Caribbean, the newly-arrived British fleet of Sir George Rodney captures a Spanish convoy. Several days later, his warships soundly whip a Spanish squadron off Cape St. Vincent. Spain's navy is faring no better than France's.

In Cadiz, John Jay's interrupted voyage finally ends on the 10th. Without delay, the lawyer-jurist wanders into the uncertain world of international diplomacy, an area in which he has virtually no experience. But his lack of success is not entirely his fault. The cards are stacked against him, as they were against his predecessor, Arthur Lee. The Spanish refuse to be drawn into any kind of commitment. Government officials sometimes appear encouraging, but more often speak in diplomatic vagaries.

(One of a series)

Nevertheless, Jay sets out to woo Don José Galvez, general secretary of state for the Department of the Indies. In fact, it is the foreign minister he should be cultivating. But Gerard has misinformed him, and he wastes a good deal of time talking to the wrong people. When he finally catches up to Floridablanca, he gets nothing but a polite brushoff.

Floridablanca's agent is already in London, secretly negotiating behind France's back. In fact, Charles III has decided that he shall never recognize the United States until the British do, and that event is obviously not forthcoming.

Spanish policy is by no means inconsistent with earlier intentions. Never have Charles III or his ministers looked favorably at the possibility of American independence. Simply stated, the alliance with France, negotiated as a means of regaining Gibraltar, has of late achieved nothing. With the Channel reverses and with British seapower undiminished, the Spanish are unwilling to take any precipitous action. John Jay has not come at the most opportune time.

PERSONNEL: Civil Service

PROMOTIONS

GS-12

Robert Allan Haukness, Bureau of Administration; **William Leavitt Hezlep**, Intelligence and Research.

GS-11

Casimir L. Garczynski, Bureau of Personnel; **Terry Michael Keating**, International Organization Affairs.

GS-10

Dorothy L. Smith, Office of Under Secretary for Security Assistance, Science and Technology.

GS-9

Linda K. Campbell, **Penney S. Kurland**, **Susan R. Land**, **Janet Morgan Oraby** and **Inez E. Proctor**, Foreign Affairs Document Processing Center; **Jeanne J. Ronchetti**, Bureau of Administration; **Susan Elizabeth Shea**, Office of the Special Representative of the President; **Casper Smith Jr.**, Foreign Affairs Document and Reference Center; **Robert K. Snow**, Bureau of Administration; **Thomas E. Thounhurst**, Bureau of Intelligence and Research.

GS-8

Alice Lee Goodall, Policy Planning Staff; **Christine L. Jerew**, Economic and Business Affairs; **Bernadette M. McCarron**, Foreign Service Institute.

GS-7

Preston Zeb Adams, Office of Operations, General Services Division; **Mary L. Berryhill**, European Affairs; **Georgia S. Booth**, Protocol; **Patricia S. Burnett**, Foreign Service Institute; **Suzanne M. Conway**, Office of Security; **William H. Crawford**, Passport Office, Detroit; **Harriet Ann Cronin**, Bureau of Administration; **Christine A. Fleming**, Foreign Service Institute.

GS-6

Verone P. Ceophas, Bureau of Administration; **Victoria Ann Nathan**, Bureau of Public Affairs; **Marguerite Ledoux Nestel**, Intelligence and Research; **Shirley P. Osborne**, Foreign Affairs Document and Reference Center; **Jane A. Sakaue**, Foreign Service Institute; **Russell M. Stormont**, Intelligence and Research.

GS-5

Gwendolyn Dunn, Information Systems Office; **Sharon L. Early**, Economic and Business Affairs; **Shirley A. Henerson**, Passport Office; **Mary A. Jacks**, Passport Office; **David J. Kaffenberger**, Bureau of Personnel; **Alan W. McCurry**, Communications Center; **Katherine Louise Reed**, Office of Security.

GS-4

Sharon Hogan Day, Passport Office; **Kathryn Ann Deitchman**, Office of Operations; **Thelma T. Devaughn**, Passport Office; **Delilah Gibson**, Overseas Citizens Services; **Kenneth L. Hawkins**, Passport Office; **Cheryl Y. Jackson**, Foreign Affairs Document and Reference Center; **Tonia M. O'Bryant**, Passport Office; **Tanya M. Thomas**, Office of Comptroller, **Donna L. Wineberger**, Bureau of Personnel.

GS-3

Carlton Joe Brown, Jr., **Debra Clark** and **Kenneth S. Mobley**, Office of Comptroller; **Marsha E. Robinson**, **Marcia Smith** and **Janice Marie Trottie**, Passport Office.

GG-13

Henry L. Miller, U.S. Mission to UN.

GG-11

Estelle M. Wetzler, U.S. Mission to UN.

GG-9

Pedro Miguel Alvarez, Foreign Service Institute.

NEW APPOINTMENTS

Bean, Lily Bravo, Foreign Service Institute
Bland, Janine, Foreign Service Institute
Butterworth, Bruce, Office of Comptroller
Carey, Della, Office of Security, New York Field Office
Cline, Ruth E. Hardwood, Language Services Division
Culver, Linda L., Office of Security, Los Angeles Field Office
Davis, Gayla Ann, Passport Office
Everett, Jeanne M., Supply and Transportation Division
Felle, Eugene H., Passport Office
Fisher, Alice A., Office of UN Political Affairs
Fitzgerald, Meta R., Office of Comptroller
Gaynus Jr., Frank E., Bureau of Administration, General Services Division
Gholson, Wanda D., Bureau of Personnel, Office of Management
Hairston, Jacqueline L., Office of Comptroller
Hight, B. Boyd, Economic and Business Affairs, Office of Transportation Affairs
Hilton, Robin L., International Organization Affairs
Holmes, Corlis A., Office of Comptroller
Joyner, Clyda R., Office of Comptroller
Keng, Yonnara, Foreign Service Institute
Lau, Jadine Y.H., Passport Office
Lee, Patricia A., Office of Comptroller
Levin, Sandra Rae, Passport Office
Lucas, Joy D., Office of Security
McKenzie, Lloyd G., Office of Comptroller
Miller, Lauree Synell, Passport Office
Miller, Steven A., Administrative an Clerical Pool
Misey, Johanna, Executive Secretariat
Murrell, Carol A., Office of Comptroller
Nagy, Helen S., Central American Affairs
Perry, Priscilla R., Oceans and International Environmental and Scientific Affairs
Rosiecki, Gary Patrick, Office of Administrative and Information Management
Saxby, Anner V. R., Economic and Business Affairs, Planning and Economi Analysis Staff
Schieffer, Virginia Rita, Passport Office
Schrager-Humer, Sarah, Foreign Servic Institute
Selby, Jamison M., Office of Legal Advise
Sinclair, Janice E., Office of Comptroller
Szopiak, Wilhelmina E., Administrativ and Clerical Pool
Tate, Sharon V., Passport Office
Thompson, Edith Burton, Passport Offic
Timbers, Monica R., Office of Comptrolle
Tolbert, Gina S., Passport Office
Wales, Jane MacGregor, Bureau of Public Affairs
Walker Jeffrey A., Office of Comptroller
Watson, Hyla E., Passport Office
Yavuz, Turan Mehmet, Foreign Servic Institute

REASSIGNMENTS

Caldwell, Joyce Ann, Oceans and Inte national Environmental and Scienti Affairs, Office of Advanced Technolog to Office of Legal Adviser, Managemen
Crosser, Joy R., Foreign Service Care Development and Assignments to Pu lishing and Reproduction Division
Galovich, Alex, East Asian Affairs, Ec nomic Policy Office, to Passport Office
Middleton, Jennifer V., Office of Mon tary Affairs to Office of Under Secreta for Economic Affairs
Seabrooks, Jameta, Office of Internation Conferences to Supply and Transpor tion Division
Templeman, Kathleen A., Administrati and Clerical Pool to Economic and Bu ness Affairs
Thomas Jr., Edgar, Office of Securi Washington Field Office, to Communic tions Center
Wiznitzer, Caroline, Office of Securi Command Center, to Eastern Europe Affairs
Wood, Amy J., Administrative and Cleric Pool to Language Services Division
Young, Thomas S., African Affairs to Ea

Asian Affairs

RESIGNATIONS

Aaron, Stephenia M., Passport Office, Los Angeles
Allen, Celeste D., Passport Office, Los Angeles
Barnes, Sheila, Passport Office, Chicago
Bertoni, Shirley S., Office of Legal Adviser
Bremer, Mireille R., Foreign Service Institute
Brown, Barbara J., Office of Comptroller
Brown, Darryl, Passport Office, Los Angeles
Clark, Richard Clarence, Office of the Secretary
Copelin, Donna M., Administrative and Clerical Pool
Davis, Cynthia A., Passport Office, Detroit
Deeping, Maria D., Administrative and Clerical Pool
Delacroix, Claire S., Passport Office
Dotson Jr., Fred M., Pouch and Courier Operations
Eastes, Paula J., Office of Operations, Language Services
Evans, Barbara E., Passport Office
Fabris, Renges Marie, Passport Office, Los Angeles
Fuller, Gregory T., Passport Office
Geaneas, Cynthia M., Intelligence and Research
Gregory, Kristine C., Executive Secretariat
Groobey, Mildred C., Congressional Relations
Guerrant, Joyce M., Passport Office
Haney, Ceresa L., Executive Secretariat
Hardesty, Susan L., Human Rights and Humanitarian Affairs
Holmes, Darcel D., Passport Office
Johnson, David J., Budget and Finance, Office of Finance
Johnson, Pamela L., Passport Office, Detroit
Karickhoff, Jamezetta R., Budget and Finance, Office of Budget
Kerwin, Sheila M., Passport Office
Kingdom, Shari A., Passport Office, San Francisco
Lancaster, Carol J., Policy Planning Staff
Laso, Maria S., Passport Office
Levister, Michael Q., Passport Office
Mezvinsky, Edward M., U.S. Mission to UN
Misey, Johanna, Executive Secretariat
Mitchell, Betty N., Consular Affairs
Motley, Robin R., Foreign Buildings Office
Newsom, Catherine Jean, Executive Secretariat
O'Donnell, Janet, Budget and Finance, Office of Finance
Owen, Charles Steven, Passport Office
Peabody, Deborah A., Passport Office
Pugh, Malinda D., Office of Comptroller
Robles, Judith, Passport Office, New York
Rowe, Norma Page, Foreign Service Institute
Schuker, Jill Anita, Bureau of Public Affairs
Senkow, Catherine E., Budget and Finance, Office of Finance
Sneed, Maxcine, Passport Office, Los Angeles
Steward, Shwenna D., Consular Affairs
Tyson, Brady Bradford, U.S. Mission to UN
Walker, Debra R., Economic and Business Affairs, Textiles Division
White, Evelyn L., Passport Office
Willenz, Nicole, Inter-American Affairs
Woolston, Charlotte A., Northern European Affairs
Young, Christine, Foreign Service Institute
Zimmer, Katheryn A., Executive Secretariat

RETIREMENTS

Pinkerton, Hazel, Bureau of Personnel ■

Wage board promotions

Jonathan E. Hall and Angelique R. Broadhurst, both of the Publishing and Reproduction Division, have been promoted, respectively, to WI-4 and WI-9.

---

* * *

The list that follows, prepared November 27, has not been published previously.

PROMOTIONS

GS-15

Martin K. Dalton, Bureau of Administration; **Thomas Joseph Ramsey**, Office of the Legal Adviser.

GS-14

John Raymond Arbogast, Office of the Legal Adviser.

GS-13

Joseph B.J. Herrity, Office of Security; **Sharon B. Kotok**, Foreign Affairs Document and Reference Center; **Margie L. Ozler**, Bureau of Administration; **Walter J. Rast**, International Joint Commission.

GS-12

Robert J. Day, Jr., Office of Operations, Supply and Transportation Division; **Janice L. Settle**, Bureau of Public Affairs, Office of Public Programs; **Gene R. Shuman**, Information Systems Office; **Robert R. West**, Bureau of Personnel, Office of Position and Pay Management.

GS-10

Jesse H. Butler and **Bernice T. Fields**, Information Systems Office.

GS-9

Gail Lois Gardner, Bureau of Personnel; **Colleen E. Lewis**, Near East and South Asian Affairs; **Robert M. Tatum**, Foreign Affairs Document and Reference Center; **Mal L. Zerden**, Bureau of Consular Affairs, Management Office.

GS-8

Frances B. Legg, Congressional Relations; **Eddie Mae McDuffie**, Near East and South Asian Affairs.

GS-7

Shauna Abdalla, Office of the Secretary, Policy Planning Staff; **Robert A. Arbios**, Passport Office; **Christopher C. Curia**, Office of Operations; **Richard F. Dalton**, Passport Office; **Robert W. Dollar**, Budget and Finance, Office of Finance; **Stephanie Ewasko**, Bureau of Personnel, Management Office; **James J. Geiger**, Information Systems Office; **John E. Glapion**, Bureau of Intelligence and Research; **Gail R. Hairston**, Bureau of Administration, Office of Budget and Finance; **Donald A. Kennedy**, Information Systems Office; **Lisa Lawrence**, Office of Operations, Supply and Transportation Division; **Delilah S. Lilly**, Office of the Secretary; **Susan R. Pittman**, Bureau of Public Affairs, Press Office; **Roxanne L. Reed**, European Affairs; **Linda F. Riersgard**, European Affairs.

GS-6

James L. Barbour, Jr., Bureau of Public Affairs, Office of Public Programs; **Mary Lynn Cook**, Office of the Secretary; **James E. Crews**, Office of the Secretary, Information Management Section; **Victoria B. Gamble**, Passport Office; **Angelia M. Horkey**, Civil Service Career Development and Assignments; **Karen J. Hull**, Office of Security; **Roxcene V. Lee**, Bureau of Administration; **Eileen P. McCarthy**, Office of the Secretary; **Gary A. Onufrak**, Congressional Relations; **Mary Jane Picard**, Bureau of Administration, Office of the Executive Director; **Martha L. Ripley**, International Organization Affairs.

GS-5

Vernell P. Bellamy, Information Systems Office; **Paul E. Boudreau**, Foreign Affairs

Document and Reference Center; **Betty J. Brown**, International Organization Affairs; **Jacqueline H. Cooper**, Civil Service Career Development and Assignments; **Beverly A. Crayton**, Bureau of Administration, Office of Overseas Schools; **Deborah E. Graze**, European Affairs; **Francine T. Hamilton**, Office of Security; **Leslie B. Jefferson** and **Larry W. Lee**, Pouch and Courier Operations; **Irene Patricia Lucas**, Office of Operations; **Charles W. Oppenheim**, Bureau of Consular Affairs; **Enola P. Orr**, Passport Office; **Deborah E. Snipes**, Bureau of Administration, Office of the Executive Director; **Edward E. Stanley**, Pouch and Courier Operations.

GS-4

Michele J. Bowling, Bureau of Public Affairs, Office of Public Communication; **Susan M. Gray**, Passport Office; **Hester V. Mills**, Office of Security.

GS-3

Joy[illegible] Lindsay, International Organization Affairs; **Patricia L. Padgett**, Budget and Finance, Office of Finance; **Joseph U. Schiavone**, Pouch and Courier Operations.

GG-13

Walter Rast, Jr., International Joint Commission.

GG-7

Brian J. Bennett, U.S. Mission to the UN.

GG-6

Ann M. Kemeny, U.S. Mission to the UN.

GG-5

Rosann M. Ferraiolo, U.S. Mission to the UN.

NEW APPOINTMENTS

Baumann, Carol E., Intelligence and Research, Office of Programming
Bennett, Laurie Jane, Office of the Legal Adviser
Betleski, Clinton A., Canadian Affairs
Bullock, Joseph, Intelligence and Research
Clark, Debra C., Passport Office
Cornnor, Sharon V., International Organization Affairs
Cox, Tammy Ann, Economic and Business Affairs, Office of Investment Affairs
Culley, Harriet P., Bureau of Public Affairs, Correspondence Management Division
Elliott, Catherine J., Newsletter Office
Garner, Bridget, Passport Office
Guice, April J., Office of Security, Evaluations Division
Hathaway, Alice C., Budget and Finance, Office of Finance
Herbert, Cheryl R., Bureau of Public Affairs
Humborg, Dorothy H., Medical Services
Jackson, Aluren S., Budget and Finance, Office of Finance
Jibrin, Barbara H., Foreign Service Institute
Johnson, Martha J., Administrative and Clerical Pool
Jones, Carol A., Budget and Finance, Office of Finance
Karawa, Omar Saleh, Foreign Service Institute
Leonard, Shirley L., Bureau of Personnel, Junior Officers
Lunsford, Warren J., Bureau of Administration, Office of Finance
Maddux, Sara J., Management Operations
Manning, Joyce Elleen, Administrative and Clerical Pool
Marek, James A., Office of Security, Technical Services Division
McEvoy, Michael Ray, Office of the Legal Advisor
McIntyre, Cynthia L., Administrative and Clerical Pool
Minnus, Ann L., Office of Operations, Supply and Transportation Division
Muir, Doris M., Office of the Executive Director
Nicholson, Mariolina, Foreign Service Institute
Nickels, David K., Bureau of Intelligence and Research, Strategic Forces Division
Nickles, Julie A., International Organization Affairs, Development and Humanitarian Programs
Panick, Dorothy, Office of Operations, Suppy and Transportation Division
Plaag, Gary Kenneth, Administrative and Clerical Pool
Przeworski, Cynthia A., Office of Security, Investigations Division
Rothrock, Anita J.C., Office of Communications, Programs and Engineering
Sarauskas, R. George, Office of the Under Secretary for Political Affairs
Smith, Janice L., Office of the Under Secretary for Security Assistance, Science and Technology
Smith, Marilyn M., Passport Office
Smith, Renny T., Office of the Secretary
Taylor, Deborah J., Office of Building Design and Construction
Taylor, Willard B., Bureau of Consular Affairs
Thurman, Audrey E., Economic and Business Affairs, Trade Agreements Division
Turner, Willistine D., Medical Services
Warner, Margaret E., Office of Communications
Woods, Helena Virginia, Administrative and Clerical Pool

REASSIGNMENTS

Anderson, Erna M., Budget and Finance, Office of Finance to Intelligence and Research
Chambers, Betty F., East Asian and Pacific Affairs to Foreign Affairs Document and Reference Center
Cheeks, Phyllis L., Administrative and Clerical Pool to Bureau of Personnel, Employee Relations
Collins, Timothy V., Bureau of Public Affairs, Press Office, to Operations Center
Crymes, Jacqueline D., Administrative and Clerical Pool to Protocol
Derrickson, Closson R., Bureau of Consular Affairs to Politico-Military Affairs
Easley, Cheryl D., Budget and Finance, Office of Finance to International Organization Affairs
Edwards, Tyrone T., Medical Services to Foreign Affairs Document and Reference Center
Hatchett, Adrienne B., Bureau of Personnel, Civil Service, to Bureau of Consular Affairs
Hawkins, Pauline A., Visa Office to

CONSULAR AFFAIRS—Ten-year length-of-service awards go to *Lattice McNeil*, left, and *Ocenia Dorsey*, right, who flank deputy assistant secretary *Ruth McLendon*.

PUBLISHING AND REPRODUCTION DIVISION—*Kay Pond*, principal editor of the recently released China volume of the Department's "Foreign Relations" series, discusses the project with Department historian *David Trask*.

Politico-Military Affairs

Hurley, Dianne E., Inter-American Affairs to International Organization Affairs

Pappas, Evelyn D., Bureau of Consular Affairs to Office of Security, Special Assignments

Pemberton, Janice H., Bureau of Administration to Bureau of Personnel

Porter, Lee, Administrative and Clerical Pool to European Affairs

Rubidoux, Clara S., European Affairs to Medical Services

RESIGNATIONS

Adams, Patricia M., Bureau of Administration, Office of Overseas Schools

Afzal, Leila J., Office of Inspector General

Agner, Daphenia A., Economic and Business Affairs, Office of Development Finance

Alexander, Kym, Budget and Finance, Office of Finance

Anderson, Robin M., Budget and Finance, Office of Finance

Applebee, Helen J., Bureau of Personnel, Records Branch

Bagnall, Richard David, Office of Operations

Banks, Anthony E., Pouch and Courier Operations

Barra, Richard K., Office of Communications, Programs and Engineering

Barrack, Debra S., Office of Operations, Supply and Transportation Division

Barron, Tierney A., Passport Office

Baynard, Wendy Fee, Bureau of Public Affairs

Beauttah, James Oscar, Foreign Service Institute

Bennet Jr., Douglas J., Congressional Relations

Botz, Elaine G., Bureau of Administration, Office of Budget and Finance

Broderick, Linda Louise, Passport Office

Browne, Linda A., Passport Office

Burford, Helen Marjorie, Office of Security, Domestic Operations

Burke, Catherine A., Economic and Business Affairs

Burkholder, Deidra A., Office of Communications, Programs and Engineering

Cahill, Mary Elizabeth, Passport Office

Caldwell, Cheryl T., Bureau of Administration, Office of Operations

Carr, Charles D., Passport Office

Chamberlin, Nancy J., Budget and Finance, Office of Finance

Chang, William L., International Joint Commissions

Cheng, Yvonne J., Bureau of Consular Affairs

Chiasson, Lynn M., International Organization Affairs, Office of International Conferences

Childs Jr., William M., Office of Communications, Programs and Engineering

Christenson, Hwa Young, Foreign Service Institute

Christo, Elaine T., Passport Office, San Francisco

Clark, Sheilta A., Bureau of Administration, Budget and Finance

Coffman, Suzanne Elizabeth, International Organization Affairs

Cohen, Sheila S., Office of Communications

Coleman, Sally M., Bureau of Consular Affairs

Crisan, John T., Foreign Service Institute

Curley, Mary C., Passport Office

Davis, Michael E., Near East and South Asian Affairs

Dick, Linda R., Foreign Service Institute

Domick, Kathryn A., Visa Office

Dupecher, Daniel Raymond, Foreign Service Institute

Ennis, Cynthia B., Medical Services

Fagan, Catherine A., Passport Office

Fitzgerald, Teresa M., Economic and Business Affairs

Fitzpatrick, Denise E., International Organization Affairs

Friedlander, Naomi P., Office of Operations, Supply and Transportation Division

Fulper, Karen E., Bureau of Administration, Allowances Staff

Gaetano, Susan G., Near Eastern and South Asian Affairs

Gammon, Marie E., European Affairs

Garcia, Margaret, Passport Office

Garner, Bridget, Passport Office

Gordon, Catherine R., Inter-American Affairs

Harden, Barbara H., Office of Security, New York Field Office

Harris, Beverly Miletich, Congressional Relations

Hill, Yvette R., Bureau of Personnel

Hoffman, Jean A., Information Systems Office

Hoke, Bambi Lyn, Office of Communications, Programs and Engineering

Housholder, Virginia C., U.S. Mission to UN

Hrebik, Judith Ann, Foreign Service Institute

Hudson, Inez M., Passport Office

Imburg, Elizabeth L., Bureau of Administration, Office of Security

Jackson, Aluren S., Budget and Finance, Office of Finance

Jacobs, James David, Bureau of Personnel

James, Anthony, Office of Operations

Jeffery, Angela A., Visa Office

Johnson Jr., Joseph E., Passport Office

Jones, Evan M., European Affairs

Kaiser, David R., Office of Operations, Supply and Transportation

Kaplan, Randye Lynn, Office of Operations, Supply and Transportation

Kendrick, John B., Economic and Business Affairs

Kestner, Theresa Lee, Communications Center

King, Carol M., Passport Office

Kirby, Jane F., Office of Coordinator, UN Conference on Science and Technology for Development

PERSONNEL: CIVIL SERVICE

Langford, Patricia L., Passport Office
Leathers, Walter D., Foreign Affairs Document and Reference Center, Publishing and Reproduction Division
Lee, Janet H., Budget and Finance, Office of Finance
Leef, Paul M., Foreign Affairs Document and Reference Center
Lewis, Colleen M., Passport Office
Littlejohn, William S., Bureau of Intelligence and Research
Logan, Laurie J., Bureau of Consular Affairs
Loose, Timothy Robert, Passport Office
Lubin, Lawrence J., Budget and Finance, Office of Finance
Luck, Andrew P., Office of Operations, Employees Services Center
Maddrey, Wendell C., Congressional Relations
Marling, Elisabeth M., Inter-American Affairs
Marquez, Awilda Rose, Inter-African Affairs
Matthews, Patricia, Passport Office, New York
McDermott, Catherine M., Office of Security
McCullen, Kathi B., Foreign Affairs Document and Reference Center
McHale III, Austin, Office of Operations, Supply and Transportation
Mendelsohn, Nina S., Bureau of Personnel
Miles, Sharon Kaye, Passport Office
Moore, Julie K., Office of the Executive Director
Moretti, Rosemary L., Office of Security
Muir, Doris M., Office of the Executive Director
Mullane, Deirdre K., Office of the Executive Director
Murphy, Jerry D., Pouch and Courier Operations
Murray, Edward H., European Affairs
Nehr Jr., Alfred J., Passport Office
Nelson, Deborah M., Bureau of Administration, Allowances Staff
Novak, Lisa C., European Affairs
Orlins, Stephen Arnold, Office of the Legal Adviser, East Asia
Otrugman, Mustafa Sener, Foreign Service Institute
Payne, Susan N., Office of Security, Washington Field Office
Pereira, Estrella R., Passport Office
Portnoy, Susan J., Near East and South Asian Affairs
Powell, David R., Office of Operations, Supply and Transportation
Quarles, Cynthia Robena, Bureau of Personnel, Records Branch
Reilly, Erin R., Inter-American Affairs
Richey, Susan A., Politico-Military Affairs
Riley, Margaret M., Near East and South Asian Affairs
Robinson, Dorothy E., Passport Office
Rochlin, Karen E., Bureau of Personnel
Roth, Robin, Inter-American Affairs
Sakaue, Marlene J., East Asian and Pacific Affairs
Salemi, Anthony J., Office of Communications, Programs and Engineering Division
Sanders, Deborah J., Passport Office
Sarro, Paula M., Office of Operations, Supply and Transportation Division
Saunders, Kathleen L., Budget and Finance, Office of Finance
Schoonover, Martha J., Foreign Affairs Document and Reference Center
Scoggins, Leticia E., Passport Office
Seader, Victor W., Passport Office, New York
Sevier-Hernandez, Deborah, Foreign Service Institute
Shoaff, Pamela L., Office of the Executive Director
Silver, Douglas J., International Narcotics Matters
Sinclair, Mary C., Office of Operations, General Services
Smith, David, Bureau of Personnel
Smith, Renny T., Office of the Secretary
Spaeth, Jonathan S., Politico-Military Affairs
St. Julian, Patsy C., Passport Office
Stack, Mary R., Economic and Business Affairs
Stanley, Mitchell F., Economic and Business Affairs, Office of Fuels and Energy
Steele, Janet E., European Affairs
Stewart, Roberta S., Politico-Military Affairs
Symmes, Rebecca D., Bureau of Administration, Art in Embassies Staff
Tannenbaum, Jane J., European Affairs
Thomas, Robin A., Budget and Finance, Office of Finance
Thomas, Susan Pettit, Foreign Service Institute
Tripp, David W., Passport Office
Tufte, Inga R., Office of Inspector General
Walsh, Gertrude C., Bureau of Personnel
Warthon, Christopher, Passport Office
Watson, Zarah S., Inter-American Affairs, Panama
White, Carolyn B., Passport Office
White, Susan Y., Information Systems Office, Data Processing Center
Williams, Shoun L., Passport Office
Yawgel, Caroline, Economic and Business Affairs, Office of Maritime Affairs
Zitver, Murray A., Human Rights and Humanitarian Affairs, Refugee and Migration Affairs

RETIREMENTS

Barnes, Robert O., Passport Office
Baugh Sr., Warren F., Intelligence and Research
Better, Franklin A., Bureau of Consular Affairs
Foti, Anna, Passport Office
James, Wylma H., Office of Operations, Language Services
Moran, Ann J., Intelligence and Research, External Research
Taylor, Willard B., Bureau of Consular Affairs ■

5 are achievers in State's Upward Mobility Program

Ms. Tyson

Ms. Hurley

Ms. Cassell

Mr. Hart

Mr. Jones

Of the 14 first-year participants in the Upward Mobility Program, four employees have been promoted and one has graduated.

Diane Hurley, the program's first graduate, started as a GS-5 foreign affairs analyst last March 26. She graduated late in the year after promotion to the positions's highest grade potential—GS-7.

Marie Cassell, Larry Hart and Hiram Jones were among the initial five candidates to enter the program late in 1978. Ms. Cassell, who began as a GS-4 personnel clerk, has been promoted to GS-5. Larry Hart has moved from a GS-3 communications equipment operator to GS-4. Hiram Jones, hired as a GS-3 payroll clerk, has advanced to GS-4. Also, starting the program last March 26 as a GS-3 accounting maintenance clerk, Judy Tyson has been promoted to GS-4.

Upward mobility counselors have been designated by bureaus to assist upward mobility applicants and to provide career counseling for those already in the program. ■

PERSONNEL: Foreign Service

BUDAPEST—Ambassador *Philip M. Kaiser* presents Meritorious Honor Award to *Steven G. Leach*, administrative specialist. In background are *Zsuzsa Benyi*, secretary, and *Andy Dillard*, regional security officer.

NEW APPOINTMENTS

Ascher, Vivienne Z., Junior Officer Corps
Atkins, Edmund E., Junior Officer Corps
Banks, Nicholas, Foreign Service Institute
Bauman, John K., Junior Officer Corps
Callard, Robert A., Junior Officer Corps
Carter, Helen Marshall, Junior Officer Corps
Cheever, Frances S., Junior Officer Corps
Cohen, Harlan K., Junior Officer Corps
Cook, Michael M., Junior Officer Corps
Cooper, John M., Inter-American Affairs
Covington, Philip S., Junior Officer Corps
Davis, Karon R., Amman
Duke, Angier Biddle, Rabat
Dunphy, Jon Patrick, Office of Security, Washington Field Office
Earl, James D., Junior Officer Corps
Faux, Laura D., Junior Officer Corps
Feldman, Harvey J., Port Moresby
Fichte, Janice Lee Jacobs, Merida
Flournoy, Peter H., Junior Officer Corps
Fouche, Helen, La Paz
Ghee, Cassie L., Junior Officer Corps
Goldstein, Gerald, Classification and Declassification Center
Good Ner, Phyllis Hockaday, Caracas
Hanisch, Gerald L., Junior Officer Corps
Harlow, William N., Junior Officer Corps
Harrell, Joan L., Junior Officer Corps
Harris, Danny Martin, Office of Communications, Programs and Engineering Division
Haynes, Nona A., Toronto
Johnson, Cassius C., Junior Officer Corps
Leach, Jerry W., Junior Officer Corps
Lindgren, Susan Kathryn, Kingston
Lowe, John W., Junior Officer Corps
Lucas, William E., Junior Officer Corps
Masters, Elizabeth J., San Salvador
McNeill, Stephen F., Office of Inspector General
Meece, Roger A., Yaounde
Millspaugh, Patricia M., Prague
Mishler, Jane Elizabeth, San Salvador
Moss, Rosa M., San Jose
Morrow, Olin W., Junior Officer Corps
Ness, Marjorie H., Mexico
O'Connell, Cynthia S., San'a
Olmsted, Mary S., Classification and Declassification Center
Peoples, Kenneth M., Junior Officer Corps
Petras, Ross, Junior Officer Corps
Ramirez, Minnie C., San Jose
Sena Jr., Ray, Classification and Declassification Center
Slaght, Joan Adele S., Montevideo
Smith, Allison H., Toronto
Springer, Richard L., International Organization Affairs
Stephens, Ferne A., Toronto
Sutter, Eleanor B., Junior Officer Corps
Van Valkenburg, David R., Junior Officer Corps
Wagner, David A., Overseas Citizens Services
Watson Jr., Thomas J., Moscow
Woerner, Mark S., Junior Officer Corps
Wolff, Alejandro D., Junior Officer Corps

TRANSFERS

Arnold, Elizabeth M., Overseas Citizens Services to Tokyo
Baez, Eduardo Jose, Mexico to Oporto
Battle, Vincent M., Manama to Tunis
Bean, Don E., Special Domestic Assignment Program to Foreign Service Institute

Ben-Aida, Suzanne, Doha to Lusaka
Benesch, Anthony, Canada to Rabat
Bennett, John E., Guadalajara to Lagos
Bigelow, Paul F., Canada to Frankfurt
Blucker, Robert O., Berlin to Tehran
Born, Donald W., Accra to African Affairs
Cannestra, Evelyn A., Vatican to Madrid
Collier, Sharlotte A., Foreign Service Institute to Seoul
Crowfoot, Arthur P., Israel to Kuala Lampur
Cunningham, William J., U.S. Mission to UN to International Organization Affairs
Currie, Mary L., Belgrade to New Delhi
Daly, Kathleen M., San Jose to Operations Center
Davis, Gwendolyn, Santo Domingo to Havana
Dishaw, Robert A., Czechoslovakia to Bureau of Personnel
Easum, Donald B., Lagos to African Affairs
Edgette, Judith A., Peru to Buenos Aires
Eisenman, Helen M., Rabat to Brussels
Elliott, Margaret, Kathmandu to La Paz
Feeney, John J., International Communications Agency to Foreign Service Institute
Fornoff Jr., Harold M., Abidjan to Wellington
Fox, Ruth Silver, Bamako to Tel Aviv
Gaither, H. Rowan, Mexico to Bureau of Personnel
Glendinning, Elizabeth P., Bremen to Naples
Grizzard, Emily A., Paramaribo to Mexico
Grover, Mary M., Ndjamena to Hamilton
Guadagno, Peter D., Colombia to Overseas Citizens Services
Hagen, Kerry L., European Affairs to Helsinki
Haroldson, Noel N., Bangkok to Frankfurt
Harrison, Roger G., Air Force to European Affairs
Harvey, Clyde A., Athens to Office of Communications
Higgins, Roy R., China to Brussels
Hoff Jr., Bruce F., London to Johannesburg
Jackson, Howard T., Lagos to Mexico
Jefferson, Thomas K., Ndjamena to Lome
Jones, Clyde Lester, Djibouti to Cali
Kennedy Jr., Charles S., Korea to Naples
Killeen, Thomas B., Melbourne to Bangkok
Lamb, Robert E., Consular Affairs to Bonn
Lebrane, William H., Communications Center to Muscat
Lorah, Gene C., Liberia to Office of Communications
Love, Ruth Rabat to Kuala Lumpur
Mack, Evelyn Marie, Indonesia to Colombo
Mahoney, Richard F., San'a to Rabat
Malmone, Diane Angela, Canberra to Belgrade

PRAIA, Cape Verde—Deputy chief of mission *Howard L. McGowan* is presented the Superior Honor Award by Assistant Secretary *Richard M. Moose*, left. *Mrs. McGowan* is on right.

Mark, David E., Bureau of Intelligence and Research to Bureau of Personnel
Matthews, David P., Mexico to Merida
Matthews, Doyle K., Karachi to Nairobi
McDonnell, Mary E., Turkey to Foreign Service Institute
McLaughlin, Roy R., Tokyo to Lagos
McNamara, James A., Geneva to Office of International Conferences
Melone Jr., Harry R., Bureau of Intelligence and Research to Kigali
Miller, Ardith H., Georgetown to Rangoon
Mills, Eugenia D., USSR to European Affairs
Mills, Robert H., USSR to European Affairs
Morse, Lyle A., Bangkok to Frankfurt
Morton, Carole L., Tel Aviv to Mexico
Nash, Frank V., Economic and Business Affairs, International Finance Division, to Singapore
Nesbit, Leroy P., Toronto to Ottawa
Norville, William P., Warsaw to Tokyo
Oakley, Robert B., East Asian and Pacific Affairs to Kinshasa
Obligacion, Amy J., Tel Aviv to Geneva
Painter, Dorothy A., African Affairs to Conakry
Polik, William, Mexico to Kuala Lumpur
Quinlan, Clifford J., Near East and South Asian Affairs to European Affairs
Ravnholt, Astrid M., Rome to Colombo
Rensch, Patricia L., Thessaloniki to Guangzhou
Revak, Samuel J., Communications Center to Beirut
Roberts Jr., George B., Vientiane to Georgetown
Rodenhauser, Georgia E., Nicosia to Prague
Roush, Ruth Ann, Paris to Rabat
Rowe, David, Foreign Service Institute to International Organization Affairs, UNESCO
Sanchez, Fernando, Mexico to Ciudad Juarez
Schell, Barbara L., Iran to Near East and South Asian Affairs
Skowronski, Harriet P., Havana to Paramaribo
Snyder, Robert E., Bolivia to Panama
Spangler, Rodney L., London to Office of Communications
Stalls, Anita Lancaster, Junior Officer Corps to La Paz
Stout, Irene E., Asian Development Bank to Brasilia
Susan, Edward R., Greece to Office of Communications
Sweisthal, Renee M., East African Affairs to Paris
Taylor, Clyde Donald, Iran to Foreign Service Institute
Toussaint, Donald R., Philippines to Colombo
Vogel, Lynn, Mbabane to Hong Kong
Wilson, Nancy Jo, Nairobi to Dar-es-Salaam
Zwaduk, Linda J., Nigeria to African Affairs

RESIGNATIONS

Braxton, Eileen, Nassau
Crain, Sharon E., Tel Aviv

Ericksen, Karen Lynn, Montreal
Fallon, Richard Henry, Office of Legal Adviser
Hadley, James, Bureau of Personnel, Management Office
Holmes, Jacquelyn Sue, Mexico
Kelly, Eva L., Buenos Aires
Kenah, Venecia Rojas, Inter-American Affairs
Larson, Susan P., West African Affairs
Mattran, Nancy D., International Organization Affairs, Development and Humanitarian Programs
Miller, Robert K., Office of the Secretary
Mishler, Jane Elizabeth, San Salvador
O'Keefe, Joyce Lindsey, Bremen
Peachium, Sybil D., Bureau of Personnel, Management Office
Rattray, Ann Dixon, Calgary
Rhodes, Janice A., Office of Legal Adviser
Rojas, Edgar L., Guayaquil
Schmidt, Yolanda H., Guadalajara
Shettel, John R., Equal Employment Opportunity Office
Sims, Valerie N., Bureau of Personnel, Management Office
Sundermann, Jeanne Alice, Guatemala
Tanona, Felicia C., Bureau of Personnel
Williams, Brenda I., Prague
Wise, Walter P., Islamabad
Wolf, Christina A., Office of Security, Washington Field Office
Wyman, Donald Leslie, Inter-American Affairs
Zlotowitz, Ruth C., Frankfurt

RETIREMENTS

Bailey, Mary E., Karachi
Brown, Robert A., Economic and Business Affairs, Aviation
Carroll, Virginia D., Overseas Citizens Services
Coontz, Gustaf, Bonn
Culbret, William E., International Organization Affairs
Davis Jr., Thomas W., Kingston
Duffy, Raymond P., Office of Security, Document and Informations Systems Division
Easum, Donald B., African Affairs
Erickson, Elden B., Frankfurt
Ford, Theodore Minton, Upper Volta
Johannesen, Jean M., African Affairs
Johnson, Fern L., Ottawa
Jung, Lucille M., Comptroller's Office
Karkashian, John Edward, Office for Combatting Terrorism
Kawamoto, Yukio, Tokyo
Maguire, Germaine M., Yaounde
Miller, Frederic G., Bureau of Personnel
Olmsted, Mary S., East Asian and Pacific Affairs
Perkins, John D., Economic and Business Affairs
Randall, Lois G., Colombo
Richardson, Virginia, Tegucigalpa
Ridley, Christine W., Foreign Service Career Development and Assignments
Sober, Sidney, Inter-Governmental Assignment
Spear, Moncrieff J., Inter-American Affairs
Strong, Louise M., Kabul
Swan, Charles V., Foreign Buildings Office
West, Doris M., African Affairs

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The list that follows, prepared November 27, has not been published previously.

NEW APPOINTMENTS

Acosta, Manuel F., Office of Comptroller
Arendt, Richard D., Economic and Business Affairs, International Finance and Development
Arriaga, Robert D., Cairo
Barr, Elizabeth P., Junior Officer Corps
Bellard, Scott D., Junior Officer Corps
Blaine III, William M., Junior Officer Corps
Bohlmann, Karl E., Junior Officer Corps
Boyd, Burdelle, Bureau of Personnel, Management Office
Braxton, Eileen, Nassau
Brodfuehrer, Lisa M., Santo Domingo
Bullock, Frederic D., Mbabane
Caldwell, Robert W., Classification and Declassification Center
Carrel, Mary Joanne, Hamilton
Carter, Laraine Newhouse, Intelligence and Research, South Asia Division
Cash Jr., Carlyle E., San'a
Crum, Wendy Jo, Inter-American Affairs
Cunningham, John E., Classification and Declassification Center
Dahl, Phillip B., Classification and Declassification Center
Davis, Bruce T., Brussels
Davis, Phyllis J., Kaduna
Demuro, Stephen C., Kaduna
Eaton, William A., Junior Officer Corps
Foye, Michael Thomas, Jidda
Gabor, Anne-Marie, Tripoli
Gardner, Michael L., La Paz
Gay, Jennie T., Accra
Ginsburg, Susan, International Narcotics Matters
Gough, Betty Catherine, Classification and Declassification Center
Gross, Kathy J., Tehran
Gwinner, Susan C., Buenos Aires
Hadley, James, Bureau of Personnel
Hagen, Robert S., Havana
Hanson Jr., Charles M., Classification and Declassification Center
Hawbaker, Nancy Ann, Abu Dhabi
Heg, James T., Junior Officer Corps
Hein, Michael P., Manila
Henke, Debra D., Junior Officer Corps
Hill, Billy Joe, Moscow
Hiser, Robert Stephen, Communications, Programs and Engineering Division
Hodges, Emily P., Junior Officer Corps
Holloman, Ann Elizabeth, Niamey
Hood III, William Edward, Kuwait
Houston Jr., Robert B., Junior Officer Corps
Jardine, Clyde L., Junior Officer Corps
Jenkins, Larry Dean, Damascus
Kenney, Beryl E., Bureau of Personnel
Kinsella, Kevin Gordon, Inter-American Affairs
Kirkpatrick, Alexander T., Junior Officer Corps
Kludt, Ramona Q., Bremen
Kunihoim, Bruce R., Office of the Secretary, Policy Planning Staff
Leaken, James Norman, European Affairs
Lindgren, Susan Kathryn, Kingston
Lussier Jr., George C., Monrovia
MacDonald, Donald Stone, Classification and Declassification Center
Martindell, Anne Clark, Wellington
McArdle, Patricia L., Junior Officer Corps
McDuffie, Denise L., Bureau of Personnel
Meale, James W., Department of Health, Education and Welfare
Mears, James F., Nouakchott
Moros, Sheila M., Mogadishu
Muller, George F., Office of the Under Secretary for Security Assistance, Science and Technology
Norton, James C., Paris
Ornburn, Russell Franklin, Office of Communications, Programs and Engineering Division
Pace Jr., Clyde W., Montreal
Peters, Bruce E., Kuwait
Pickering, Laurence G., Classification and Declassification Center
Pitts, Sarah S., Junior Officer Corps
Purvis, Mary Anne C., Cotonou
Reilly, Andrea J., Managua
Richardson, Arvilla D., Office of the Coordinator of Mexican Affairs
Romanic, Gary D., Athens
Ronayne, William P., Beijing
Root, John F., Classification and Declassification Center
Russell, Claudia J., Lisbon
Sailer, Camille E., Junior Officer Corps
Schaefer, Edward W., Classification and Declassification Center
Schubert, Conrad C., Buenos Aires
Scruggs III, James D., Madras
Seung, N. Janet, Athens
Sims, Valerie N., Bureau of Personnel
Smith, Karen M., Lima
Spillane, Carolyn S., Junior Officer Corps
Staples Jr., John E., Bonn

Stailoh III, Reynold F., Kabul
Strawn, William M., Junior Officer Corps
Stump Jr., Charles C., Kuwait
Sundermann, Jeanne Alice, Guatemala
Swanson, J. Bradley, Junior Office Corps
Tambone, Lenore, Bureau of Public Affairs, Office of Public Programs
Thomas, Bruce E., Bureau of Personnel
Topka, Jeanne E., Junior Office Corps
True, Sally, Tijuana
Vogel, Frederick J., Junior Officer Corps
Wallace, Robin D., Ankara
Wesche, Stephen G., Junior Officer Corps
Wilkins, Burnette V., Accra
Wilkowski, Jean M., Office of the Coordinator, UN Conference on Science and Technology for Development
Willis, Mary Jo, Junior Office Corps
Windmuller, Thomas S., Junior Officer Corps
Zimmermann, Robert Walter, Classification and Declassification Center

TRANSFERS

Achilles, Norman L., Osaka-Kobe to Yokohama
Adams, John H., Port-O-Spain to Visa Office
Addington, Larry Keith, Paris to San'a
Aitken, Jr., David K., Manila to Office of Communications
Ajay Jr., Nicholas Z., Cairo to Office of Communications
Akshloun, Eleanor L., Tunis to Ottawa
Albon Jr., William C., Dakar to Office of Communications
Alexander, Joseph N., Kabul to Monrovia
Alexander, Mary L., Abidjan to Bonn
Allele, Robert E., Burundi to African Affairs
Anderson, George A., Vienna to Special Domestic Assignment Program
Antippas, Andrew F., Bangkok to Office of the Director General, Bureau of Personnel
Arehart, John W., Manila to Office of Communications
Arzt, Joanne, Abidjan to Brussels
Atwater, James L., Ndjamena to African Affairs
Austern, Donald M., Foreign Service Institute to Caracas
Austin, Kathleen T., Banjul to African Affairs
Austin, Robert J., Panama to La Paz
Ayer Jr., Everett D., Foreign Service Institute to Budapest
Ayres, James R., Manila to Office of Communications
Babin Jr., Anthony J., Cairo to Tegucigalpa
Bacha, Jules D., London to Tokyo
Bahti, James H., Sinai Field Mission to Near East and South Asian Affairs
Ballard Jr., Edgar E., Moscow to Lisbon
Bandy Jr., Thomas N., European Affairs to Rome
Barraclough, William G., Economic and Business Affairs, International Trades Policy, to Tokyo
Barrera, Cordova Alba, Sao Paulo to Guatemala
Bash Jr., Edward John, Brazil to Lisbon
Bash, Richard M., Tehran to Sao Paulo
Bastiani, Carl A., Foreign Service Institute to Krakow
Bateman, Robert H., Quito to Inter-American Affairs
Bean, Maurice D., Rangoon to East Asian and Pacific Affairs
Beck, William G., Mauritania to Khartoum
Becker, Robert W., Berlin to Bonn
Beecroft, Robert M., Bureau of Politico-Military Affairs to Bonn
Bergesen, Alf E., Dacca to Port-au-Prince
Bergin, Peter Edward, Nicosia to Office of Security, Evaluation and Training Division
Bevacqua, Carmen F., Brussels to London
Beyer, Joel H., Guatemala to Montevideo
Bialecki, Paul A., Ouagadougou to Ndjamena
Biddle, Robert W., Surabaya to Foreign Service Institute
Billick, Michael, Kabul to Santo Domingo
Bischoff, William E., Accra to Office of Communications, Programs and Engineering Division
Blake, Robert D., Liberia to Rio de Janeiro
Blanchard II, William G., Santo Domingo to Accra
Blaney III, Harry C., Office of the Secretary, Policy Planning Staff to Brussels
Blanford, James E., Athens to Calcutta
Bleha, C. Thomas, Foreign Service Institute to Seoul
Bligh Jr., John W., Office of the Deputy Assistant Secretary for Personnel to Barcelona
Blohm, Robert J., La Paz to Bureau of Consular Affairs
Blowers, Jay H., Bucharest to Bureau of International Organization Affairs
Blust, Merwin Carl, Foreign Service Institute to Mexico
Bock, J. Richard, China to Berlin
Borg, C. Arthur, Vienna to European Affairs
Borter, David P., Brussels to Karachi
Bouchard, Donald J., Ottawa to Madrid
Bowers, Frances J., Geneva to Bureau of International Organization Affairs
Bowman, David D., Frankfurt to Pouch and Courier Operations
Bowman, Francine L., Guinea to African Affairs
Boyce Jr., Ralph L., Tehran to Tunis
Boyle, John A., Bureau of Economic and Business Affairs to Oslo
Brandt, Frederick C., Manila to Office of Security, Technical Services
Breckon, M. Lyall, Office of the Secretary, Policy Planning Staff to Kuala Lumpur
Brehm, Vance W., Bern to Office of Communications
Breisky, Arthur E., Madrid to Stockholm
Brencick, William J., Dhahran to Soviet Affairs
Brennan, Martin G., Rwanda to Ouagadougou
Bresler, Ralph Edwin, Abidjan to Kuwait
Brook, Elizabeth C., Burma to East Asian and Pacific Affairs
Brookner, Janine M., Inter-American Affairs to Caracas
Brown, Edward R., Kathmandu to Near East and South Asian Affairs
Brown, Franklin R., Ethiopia to San Jose
Brown, Robert E., Osaka-Kobe to Tokyo
Brown, Robert L., Bursels to Office of Inspector General
Buck, Stephen W., Kuwait to Muscat
Bump III, William H., Tehran to Office of Communications
Burakow, Nicholas, Bucharest to European Affairs
Burke, Peter B., Foreign Service Institute to Warsaw
Buss, David M., Nouakchott to Port-au-Prince
Butler, Lawrence E., Helsinki to Brasilia
Button, Jack B., Tokyo to Inter-Governmental Assignment
Cameron, Daniel F. Jakarta to East Asian and Pacific Affairs
Camp III, William J., New Delhi to Manila
Campbell, Arnold Haskins, Berlin to Paramaribo
Campbell, John W., Brussels to Foreign Service Institute
Campbell, William M., Tanzania to Nicosia
Carlyle, Dana T., Foreign Service Institute to Tunis
Carroll, Robert J., Foreign Service Institute to Kuala Lumpur
Casey, Bryan V., Philippines to New Delhi
Caulfield Jr., John Patrick, United Kingdom to Lisbon
Chaddic, Joe H., Port Louis to Bureau of Administration
Champagne Jr., Eugene E., Brussels to Cairo
Chapleski, Joseph P., Guatemala to Bangkok
Chapman, Richard E., Surabaya to Guatemala
Chindgren, Marvin H., Monrovia to Office of Communications
Cinal, Ronald M., East Asian and Pacific Affairs to Jakarta
Clear, Taylor Jesse Edward, Tunis to Human Rights and Humanitarian Affairs
Clore, Raymond E., Port-au-Prince to Yaounde
Coe, Robert P., New Delhi to Accra
Coley Jr., Joel J., Sao Paulo to Colombo
Collias, John G., Bangkok to Pouch and Courier Operations
Collins Jr., John A., Bogota to Port-O-Spain

Colwell, Thomas C., Jakarta to Bureau of Economic and Business Affairs, Aviation Affairs

Combs Jr., Richard E., Moscow to Foreign Service Institute

Constable, Peter D., Islamabad to Near East and South Asian Affairs

Cook Jr., Philip R., Office of Inspector General to Pretoria

Cook, Frederick Bishop, Panama to Bulding Design and Construction Division

Cooper, James Ford, Helsinki to Caribbean Affairs

Cornish, Richard J., African Affairs to Yaounde

Cotter, Michael W., Quito to Foreign Service Institute

Craighead, Eugene E., Milan to European Affairs

Cusack, Thomas E., Tehran to Montreal

Cutler, Walter L., Kinshasa to Tehran

Daniels, Marion Gordon, Jidda to Near East and South Asian Affairs

Daniels, Rolfe B., Bonn to Salzburg

Davenport, Claudia P., Lusaka to Hong Kong

Davidow, Jeffrey, Foreign Service Institute to Pretoria

Davis, James G., Junior Officer Corps to Mexico

Davis, Vera Lyn, Panama to Buenos Aires

Debnar, Albert A., Istanbul to Communications, Programs and Engineering Division

Denny-Brown, Myles Robert, Ankara to Izmir

Dickson, Loretta, Amman to Tunis

Dieffenderfer, John H., Vienna to Tripoli

Ditanna, Pasquale L., Islamabad to European Affairs

Dorr, Robert F., International Organization Affairs to Stockholm

Doubleday Jr., Thomas P., Central African Affairs to Mogadishu

Douthard III, Ross Sidney, Southern African Affairs to Libreville

Dowling, Thomas E., Foreign Service Institute to Tunis

Doyle, James R., African Affairs to Lome

Drechnowicz, Edward F., USSR to Panama

Dyels Jr., Jake M., Colombo to Visa Office

Eddy, John J., Bridgetown to Foreign Service Institute

Edmondson, Robert D., Sanitago to Office of Communications

Egan Jr., Wesley W., Lisbon to Lusaka

Elliott, Mary A., Freetown to African Affairs

Elison, Donald C., Manila to Bangkok

English, Burt Frederick, Nouakchott to Banjul

Erney, Kenneth R., New Delhi to Bonn

Farrar, Lawrence F., Foreign Service Institute to Oslo

Femminella, Bernard A., Sinai Field Mission to Bureau of Politico-Military Affairs

Fenn, Margaret F., Thailand to Communications Center

Fenner, Leonard A., Mexico to Bureau of Administration

Fiala, Raymond F., Prague to Office of Communications

Fink, Myron D., Monrovia to Athens

Fitts, Robert W., Bureau of Economic and Business Affairs to Jidda

Fitzgerald Jr., Edward W., Islamabad to Brussels

Floyd Jr., Walter I., Nicosia to Tokyo

Flynn, James E., Rangoon to Rio de Janeiro

Fobes Jr., Ramon D., Manila to Office of Communications

Folan, Patrick M., Brussels to Special Domestic Assignment Program

Ford, Alan W., Rome to Allied Forces, Southern Europe

Ford, Janet A., Port Moresby to Brussels

Forsyth, Roger C., Manila to Santiago

Fox Jr., Richard K., Port-O-Spain to Office of Inspector General

Fox, Phyllis, Algiers to Near East and South Asian Affairs

Frank, Ralph, Medan to Near East and South Asian Affairs

French, Dorothy E., Brasilia to Office of the Secretary

Friedman Jr., Townsend B., Athens to Buenos Aires

Fuchs, Wolfgang G., Bucharest to Office of Security

Gaffey Jr., Joseph E., Tokyo to Bureau of Administration

Gallagher, Michael F., Tunis to Foreign Service Institute

Gannon, Matthew K., Near East and South Asian Affairs to San'a

Garcia, Enrique J.V., Ankara to Office of Communications, Programs and Engineering Division

Garner, John Michael, Nassau to Mexico

Garrison, Richard A., Nigeria to Stuttgart

Gates, Marvin E., Budapest to Bureau of Administration

Genovese, Mary C., Bureau of Personnel to Vatican

George, Lloyd R., Near East and South Asian Affairs to Ankara

Gerwig Jr., Harold E., Montreal to Athens

Gesswein, Frederick C., Liberia to Office of Communications

Girdler, Lewis, Madrid to European Affairs

Gladstone, Verna B., Islamabad to Berlin

Godard, Ronald D., Istanbul to Foreign Service Institute

Goold, Robert P., Burundi to Kathmandu

Grahame, Jay R., Near East and South Asian Affairs to Tel Aviv

Greenberg, Allen S., Moscow to Foreign Service Institute

Greene, Frank P., Frankfurt to Bangkok

Grossman, Andrew, London to Tehran

Gundry, David L., Bonn to Office of Communications

Gutierrez, Lino, Dominican Republic to Lisbon

Hess, George F., Bureau of Personnel to Pretoria

Habenicht II, Glenn W., Abidjan to Office of Security, Technical Services

Haggerty, Susan Angela, Bonn to Bureau of Economic and Business Affairs

Hall, Anna J., Venezuela to Abu Dhabi

Hall, John Martin, Foreign Service Institute to Moscow

Hall, Nancy J., Bangkok to Pouch and Courier Operations Division

Hall, Robert J., Caracas to Abu Dhabi

Hallman, Bryon A., Beirut to Nicosia

Hamilton, Thomas P., Bureau of Intelligence and Research to Port Moresby

Hammerstrom, John, Frankfurt to Bangkok

Hansen, Wendy Marie, Florence to ICA

Harkness, Edward Michael, La Paz to Barcelona

Harner, Stephen Michael, Beijing to Foreign Service Institute

Harris, Aldine, Athens to Office of Communications

Hartley, Douglas G., United Kingdom to Salvador

Hartwick, Daniel E., Managua to Office of Communications

Hatcher, Theresa, Lima to Accra

Hawbaker, Thomas D., Near East and South Asian Affairs to Abu Dhabi

Hawley III, James M., International Organization Affairs to New Delhi

Hazelrigg, George H., Bujumbura to African Affairs

Height, Edward F., Tunis to Islamabad

Hemingway, Barbara, Caracas to Foreign Service Institute

Hemmings, A.B., Algiers to Calcutta

Henderson, David Ellis, Asuncion to Office of the Director General

Henderson, E. Wayne, Buenos Aires to Tokyo

Hepola, Larry E., Monrovia to Office of Communications

Hewitt Jr., Ashley C., Inter-American Affairs to Madrid

Hewitt, Marianne B., Foreign Service Institute to Buenos Aires

Himmelberger, Peter H., Canberra to Leningrad

Hines, Richard, New Delhi to Panama

Hinson, Sherman N., Vienna to Oceans and International Environmental and Scientific Affairs

Hinton, Michael J., Lilongwe to Dar-es-Salaam

Hogard, Stephen B., Office of the Countselor to Nairobi

Holbert, Thomas C., Bangkok to Kingston

Holguin, Raul, Monrovia to Brasilia

Holzman, John C., Yaounde to Bureau of Economic and Business Affairs, Office of Development Finance

Hooks, J. Aubrey, Foreign Service Institute to Ankara

Hoover, Donald T., Nairobi to Moscow

Hoover, John Martin, Guayaquil to Foreign Service Institute

Horn, James Edwin, Algiers to Rangoon

Hughes, Cynthia Ann, Lima to Inter-American Affairs

Hull, Edmund James, Jerusalem to Near East and South Asian Affairs

Hume, Willis E., Junior Officer Corps to Mexico

Hyams, Robert Steven, Jakarta to Bureau of International Organization Affairs

Immerman, Robert M., Tokyo to Foreign Service Institute

Jackson, William R., Damascus to Berlin

Jacobson, Anna Rose, Maseru to African Affairs

James, Daniel J., Bonn to Bureau of Politico-Military Affairs

Jatras, James George, Junior Officer Corps to Tijuana

Johnson Jr., Leon M., Special Domestic Assignments Program to Bangkok

Johnson Jr., Philip K., European Affairs to Caracas

Johnson, Guy C., Paris to Bureau of Administration

Johnson, Johnny R., Tunis to Tokyo

Johnson, Wyatt B., Amman to Santo Domingo

Jones Jr., Charles, Paris to Tehran

Judd, Howard J., Manama to Manila

Kaiser, Arma Jane, Kinshasa to Foreign Service Institute

Kartman, Charles, Tokyo to Yokohama

Keller, H. Evelyn, Santiago to Kabul

Kelley, James T., Khartoum to African Affairs

Kelling, David N., Manama to Near East and South Asian Affairs

Kennedy, Bowen K., European Affairs to Belgrade

Kennedy, Laura-Elizabeth, Moscow to European Affairs

Kessler, Richard Aubrey, Foreign Service Institute to Moscow

Kienzle, Don Roland, Thailand to Copenhagen

Kilipeck, Patrick C., Brussels to European Affairs

Kimble, Melinda L., Cairo to Foreign Service Institute

Kindelan II, Gilbert E., Foreign Service Institute to Warsaw

Kindl, Charles L., Norway to Office of Communications

King, John H., NATO to Office of the Counselor

King, Marie-Jesus, Brussels to European Affairs

King, Mary Alice, Bangkok to Office of the Secretary

Kinney, Douglas S., International Organization Affairs to Rome

Kinsman, N. Richard, Peru to Kingston

Klein, Jacques Paul, Bonn to European Affairs

Klemp, Stephen H., Belgrade to Vienna

Kohn, Robert Allan, Lima to Bureau of Administration

Kolb, Kenneth H., Foreign Service Institute to Antananarivo

Konner, C. Michael, Reykjavik to Secretariat Staff

Korky, Ann Kelly, Near East and South Asian Affairs to Cairo

Kosheleff, Mary J., Afghanistan to San'a

Kosinski, Susan H., Brussels to Damascus

Krehbiel, Albert D., Nicosia to Rome

Kresse, Thomas Robert, Brussels to African Affairs

Kriendler, John, Foreign Service Institute to Paris

Keen, Katherine M., Bangkok to East Asian and Pacific Affairs

La Fleur, Christopher J., Tokyo to Sapporo

Lambert, Larry R., Lusaka to Monrovia

Lamont, James W., Foreign Service Institute to Berlin

Landfair, William E., Bureau of Politico-Military Affairs to Gaborone

Langan, Douglas, Havana to La Paz

Lanpher, Edward Gibson, Congressional Relations to London

Lauderdale, Clint A., Madrid to Office of Recruitment, Examination, Employment

Leach, Richard B., Kuala Lumpur to East Asian and Pacific Affairs

Lecocq, Randall R., Foreign Service Institute to Moscow

Lee, David Y.C., Tokyo to East Asian and Pacific Affairs

Lees, Nancy Faye, Port-O-Spain to Jakarta

Leonnig, Douglas Bayard, Moscow to Bujumbura

Lesser, Lawrence B., Kigali to Office of Director General

Levin, Herbert, Colombo to New Delhi

Lewis Jr., Jesse W., Jidda to Nicosia

Lichtblau, George E., Israel to Near East and South Asian Affairs

Limbert, John W., Jidda to Tehran

Lindsay, Josephine I., Dhahran to Rabat

Lino, Marisa R., Office of the Secretary, Policy Planning Staff to Baghdad

Lipiec, Sharon Ann, Pouch and Courier Operations to Bangkok

OTTAWA—*Francis Terry McNamara*, left, consul general at Quebec, receives his third Superior Honor Award from Ambassador *Thomas O. Enders*. He also holds two Meritorious Honor Awards. Both men have since been reassigned.

Litt, David C., Kabul to Damascus

Livingston, James A., Vienna to European Affairs

Lockwood, Danny Duane, Senegal to Maputo

Lowe, David D., Paris to Rome

Lukens, Alan W., European Affairs to Capetown

Lundahl, Frederick B., Lusaka to African Affairs

Lupo, Samuel Eldred, Brasilia to Inter-American Affairs

Luppi, Hobart N., Vancouver to European Affairs

Lyman, Donald Roy, Bogota to Operations Center

Lynch Jr., Thomas A., Bucharest to International Organization Affairs

Lynch, Christopher F., Bogota to Barranquilla

MacDonnell, David H., Inter-American Affairs to San Jose

Mack, David L., Baghdad to Tunis

Maffett, Victor J., Hamburg to Bureau of Personnel

Maguire, Charles G., Buenos Aires to Bureau of Personnel

Maholchic, Thomas J., Port Louis to Foreign Service Institute

Mahoney, Mary J., Athens to Near East and South Asian Affairs

Mahoney, Michael M., Foreign Service Institute to Santo Domingo

Mahoney, Richard M., Burma to Monrovia

Manger, Walter H., New Delhi to Foreign Service Institute

Mangiafico, Luciano, Bucharest to Calgary

Manson, Jennie C., Athens to Office of Communications

Markham, William D., Kenya to Brussels

Markowitz, Dianne E., Foreign Service Institute to Abu Dhabi

Martin, John Linden, Managua to Khartoum

Martin, Richard F., Tokyo to Office of Communications

Martin, Thomas G., Foreign Service Institute to Ankara

Martinez, Pedro, Abidjan to Brussels

Matera, Lawrence W., San Jose to Communications Center

Mattson, Gregory Lynn, Victoria Mahe to Athens

Maxwell, Barbara H., Dar-es-Salaam to Brasilia

Mayer Jr., Vincent, Caracas to Egyptian Affairs

Mazierz, Joseph S., Office of Communications, Programs and Engineering Division to Nairobi

McCaille, Marshall F., Foreign Service Institute to Abu Dhabi

McCarvey, Virginia R., European Affairs to Sofia

McCaskill, Charles W., Madras to Athens

McCoy, Charles P., Dacca to Near East and South Asian Affairs

McCutcheon, William L., Monrovia to Office of Communications

McFall, V. Frances, Mexico to Bureau of Personnel

McGaffey, David C., Esfahan to Foreign Service Institute

McGill, Duncan H., Bonn to Office of Communications, Programs and Engineering Division

McKone, Norman R., New Delhi to Lusaka

McLean, Joseph G., Panama to Foreign Service Institute

McLendon, Ruth A., Monterrey to Bureau of Consular Affairs, Overseas Services

McNamara, Francis Terry, Quebec to Foreign Service Institute

McNaughton, Doyce R., San Jose to Cairo

Mecklenburg, Clifford W., Abidjan to Munich

Meisel, William M., Liberia to Brasilia

Mendelsohn, Jack W., Brussels to Foreign Service Institute

Merricks, Newton H., Cairo to Colombo

Merrill, Darleen, Buenos Aires to Inter-American Affairs

Merry, E. Wayne, Berlin to Foreign Service Institute

Merson, Harry C., London to Seoul

Micklow, Loretta J., Egypt to Seoul

Miles, Joseph C., Kabul to London

Miller, Albert R., Manama to Oslo

Miller, Raymond A., Monrovia to Vienna

Miller, Raymond E., Monrovia to Office of Communications

Minnick, Clarissa C., Tehran to Geneva

Minnies, Malachy Todd, Treasury Department to London

Missibeck, James W., NATO to Bureau of Administration, Office of Security

Monroe, Evangeline O., Overseas Citizens Services to Bern

Monroe, William T., Bureau of Politico-Military Affairs to Cairo

Montagne, Elizabeth A., Ottawa to Tehran

Montana, Phyllis Ann, Panama to Bucharest

Montgomery Jr., Harry M., Tunis to U.S. Mission to UN

Moore, Muriel M., Foreign Service Institute to Port-au-Prince

Moore, Robert W., Pakistan to Vancouver

Mortensen, Ronald W., Ndjamena to Nouakchott

Mosher, Geraldine L., Dakar to Guatemala

Mosley, Willis D., Paris to Khartoum

Munro, Glenn A., Caracas to Management Operations

Murphy, Alvis Craig, Jakarta to Panamanian Affairs

Murphy, Charles M., Madrid to Office of Communications

Murphy, Joseph T., Rangoon to East Asian and Pacific Affairs

Murphy, Thomas F., Budapest to European Affairs

Myers Jr., Robert P., Bureau of Personnel to Madrid

Nastjes, Dale M., Panama to Canberra

Nance Jr., Edmund B., Indonesia to Rangoon

Nance, Sidney C., Port Moresby to Paramaribo

Nathness, Sarah Louise, Frankfurt to Munich

Neal Jr., Alfred H., Montevideo to Foreign Service Institute

Nelson Jr., Harvey F., Pretoria to Inter-Governmental Assignment

Nelson Dennis E., Bonn to Office of Communications, Programs and Engineering Division

Ness, Gusta A., Johannesburg to The Hague

North, Jerrold M., Freetown to Mogadishu

Norton, David Clark, Genoa to Bureau of Intelligence and Research, Southern Europe

Norwood Jr., Thomas L., Foreign Service Institute to Prague

Nosko, Edward T., Stockholm to Bureau of Administration

O'Connor, Christine M., Geneva to Bogota

Obermeyer, Dennis H., Bonn to European Affairs

O'Dea, James S., Dublin to Buenos Aires

Ogino, Jack S., Colombo to Beirut

O'Hanlon, Brendon P., Cairo to Office of Security, Investigations Division

Olmsted, Mary S., Port Moresby to East Asian and Pacific Affairs

Onomoto, Flora K., Melbourne to Brussels

Ortiz Jr., Frank V., Bridgetown to Guatemala

Pearlberg Jr. Don, Saipan to Near East and South Asian Affairs

Pass, Ned Z., Nairobi to Office of Communications, Programs and Engineering Division

Panitt, Jeffrey, Lome to African Affairs

Papendorp, J. Theodore, Brussels to U.S. Mission to UN

Parker, Alan, Berlin to European Affairs

Parks, Trabe F., Seoul to Foreign Service Institute

Parrack Jr., Adrian R., Moscow to Office of Security, Technical Services

Passage, David D., Canberra to Bureau of Public Affairs, Press Office

Pavoni Jr., John J., Lisbon to East Asian and Pacific Affairs

Pazdral, Nuel L., Krakow to Paramaribo

Peale, Samuel R., Kathmandu to Office of Egyptian Affairs

Pendleton Jr., Miles S., Brussels to Foreign Service Institute

Penner Jr., Vernon D., Salzburg to Foreign Service Institute

Perenyi, Peter S., Bureau of Politico-Military Affairs to Vienna

Perez, Carlos, Monterrey to Lisbon

Perez, Enrique Felipe, Inter-American Affairs to La Paz

Petersen, W. Gary, London to Office of Communications

Peterson, Jeffrey G., European Affairs to Stockholm

Petrin Jr., Noel H., Cairo to Tokyo

Pfaff, Jerald Edward, Helsinki to Bureau of Administration

Pierce, James A., Foreign Service Institute to Sapporo

Pierce, Roger Dwayne, Mexico to Santiago

Pierce, William Allen, Foreign Service Institute to Tunis

Plya, Ronald J., Athens to Office of Communications

Polansky, Sol, Berlin to Vienna

Polasky, Frederick, Korea to Foreign Service Institute

Pollak, Lorraine, Inter-American Affairs to Santiago

Post, Richard St. F., Foreign Service Institute to Karachi

Preston, Anne, Israel to Near East and South Asian Affairs

Provencal, Stephen P., Nouakchott to Paris

Pugh, Robert L., London to Southern European Affairs

Ramsay, William Christie, Bureau of Economic and Business Affairs to Brussels

Rankin, Edward J., Copenhagen to Manila

Rankin, Haywood, Egypt to Near East and South Asian Affairs

Rankin, Riley Carr, Budget and Finance to Moscow

Ray, Troy F., Helsinki to European Affairs

Read, Edna M., Guatemala to Bangkok

Redd, William H., Frankfurt to Pouch and Courier Operations

Redmond, Richard J., Jakarta to Foreign Service Institute

Reeves, Sidney V., Berlin to Havana

Regalo-Warren, Patricia, Tunis to Building Design and Construction Division

Regrut, Peter P., Sofia to Cairo

Reilly Jr., Edward F., Athens to Office of Communications

Renno, Sharon L., San'a to London

Repka, Florence D., Colombo to Asian Development Bank

Rice, Thomas Joseph, Jidda to Zurich

Rives, Lloyd M., Government Assignment to East Asian Affairs

Roberts Jr., Rowland E., International Organization Affairs to Geneva

Roberts, David L., Geneva to Moscow

Roberts., Ronald MacDonnell, The Hague to Bureau of Economic and Business Affairs, Investment Affairs

Robins, David Snyder, Baghdad to Office of Egyptian Affairs

Robinson, Lawrence Kerr, London to Belfast

Robinson, Linda B., Montreal to International Organization Affairs, UN Affairs

Robinson, Stanley H., Ouagadougou to Kampala

Roddy, Timothy E., London to European Affairs

Rohrer, Bradley D., Frankfurt to New Delhi

Root, Danny B., Brazil to Visa Office

Rose, Carol Lynn, Maseru to Visa Office

Rotz, Lloyd S., Kabul to Bogota

Rounds, Robert R., Athens to Lagos

Rubenstein, A. Irwin, Inter-American Affairs to Tel Aviv

Ruebensaal Jr., Clayton F., Thailand to Hamilton

Rueda Jr., Richard, Tel Aviv to Montevideo

Ruffin, Zelma N., Kinshasa to Communications Center

Rush, Constance M., Madrid to Panama

Ryan, Douglas P., Foreign Service Institute to Yokohama

Saboe, Steven A., Dhahran to Bucharest

Sampas, Dorothy M., Brussels to Bureau of Personnel, Office of Position and Pay Management

Samuel, Edward Bryan, Economic and Business Affairs to Osaka-Kobe

Samuelson, Stanley D., Ankara to Islamabad

Sanchez, Nestor D., Madrid to European Affairs

Sandberg, Robert A., Capetown to Nassau

Sandberg, Sally Anne, Capetown to Nassau

Sandlin Jr., James W., Foreign Service Institute to Bucharest

Sandman, Leonard, Bureau of Personnel, Office of Employee Relations to Manila

Sanna, Mark Anthony, Frankfurt to Kuwait

Satterfield, Earl P., Office of Communications, Programs and Engineering Division to Manila

Sattler, Martin J., European Affairs to Rome

Scerbak, Doris E., Cairo to Brussels

Scerbak, John R., Cairo to Brussels

Schaffer, Howard B., New Delhi to Near East and South Asian Affairs

Schlenker, Thomas A., Economic and Business Affairs to Manila

Schoeb, Donald R., Lima to Panama

Schorer, David W., Istanbul to European Affairs

Schultz, Patricia L., Sudan to Nairobi

Schumaker, James F., Moscow to Bureau of Politico-Military Affairs

Schuster, William E., Near East and South Asian Affairs to Amman

Schwartzbard, Richard, Manila to Office of Communications

Schwartzstein, Stuart J.D., Mogadishu to Bureau of Public Affairs, Press Office

Scott, Gerald W., Office of Refugee and Migration Affairs to Genoa

Scott, Robert L., Mexico to Nuevo Laredo

Seitz, Raymond G.H., London to Executive Secretariat

Sekiya, Mabel S., Rangoon to London

Senko, Michael James, Santo Domingo to Montevideo

Seymour Jr., Jack M., Eastern European Affairs to Bonn

Seyster, James Gary, Ethiopia to Bureau of Personnel

Shea, Timothy F., Brazil to Monrovia

Shields, Vincent M., European Affairs to Madrid

Shippy, Amelia Ellen, Zanzibar to Lisbon

Silva, Raymond E., Lahore to Ottawa

Simenson, William C., Helsinki to European Affairs

Simons Jr., Thomas W., Bucharest to London

Simpson, Robert, Spain to Lusaka

Sindelar III, H. Richard, Sinai Field Mission to Visa Office

Skowronski, Harriet P., Panama to Havana

Slavik, Pauline A., Tel Aviv to Nairobi

Smith, Jr., Richard A., Ankara to Southern European Affairs

Smith, Earl Garren, Japan to Bordeaux

Smith, Edward J., Bangkok to East Asia and Pacific Affairs

Smith, Elizabeth I., Managua to Building Design and Construction Division

Smith, George A., Athens to Bangkok

Smith, James, London to Office of Communications

Smith, James R., Managua to Building Design and Construction Division

Smith, Robert P., Accra to Monrovia

Smyser, William R., Bonn to European Affairs

Snyder III, Joseph C., Kuala Lumpur to East Asian and Pacific Affairs

Snyder, Gerald E., La Paz to Brussels

Solh, Celia M., Niamey to Berlin

Soucy, Eugene R., Hong Kong to Caracas

Southwick, E. Michael, Economic and Business Affairs to Bujumbura

Spiker, Donald R., Rabat to Bonn

Spoede II, Stuart Lee, Manila to Foreign Service Institute

Stansbury, Gary C., Manila to Bonn

Stanton Robert W., African Affairs to Nouakchott

Steen, Charles W., Vienna to European Affairs

Stegall, William R., Jordan to Manila

Stephan Jr., Ralph W., Algiers to Brussels

Stephenson, George C., Kuala Lumpur to Beijing

Stern, Thomas, Seoul to Office of Under Secretary for Security Assistance, Science and Technology

Stoddart, Jonathan D., Allied Forces, Southern Europe, to Brussels

Strathearn, Bruce D., Foreign Service Institute to Tunis

Sullivan, Joseph Gerard, Lisbon to Foreign Service Institute

Swain, Virginia Q., Ankara to Brussels

Swelgart, Dennis P., Abu Dhabi to Jidda

Swiers, Peter Bird, European Affairs to

JAKARTA—At awards ceremony are, from left: *Serge Taube*, 25 years' service; *Sara E. Shonk*, 25 years; Ambassador *Edward E. Masters*, 30 years and, at far right, *Walter Kushner*, 25 years. *Harold S. Daveler*, second from right, received a Meritorious Honor Award for his performance as supervisory general services officer.

Kuala Lumpur

Swift, Elizabeth A., Foreign Service Institute to Tehran

Szabados, Rudolph L., Chad to Nouakchott

Talcott, Gregory M., Philippines to Bureau of Intelligence and Research, Southeast Asia and Pacific

Talley, John Paul, Accra to Medical Complement

Tartter, Jean R., Pretoria to Inter-Governmental Assignment

Tatu, Francis J., International Organization Affairs to Jakarta

Taylor, Sandra Elizabeth, Kingston to International Organization Affairs

Teller, Dirck, Sao Paulo to Brasilia

Thomas, Alma Lucille, Dakar to Foreign Service Institute

Thomas, Robert D., Bonn to European Affairs

Thompson, John B., Warsaw to Foreign Service Institute

Thomsen, Samuel B., ICA to African Affairs

Thyden, James E., Operations Center to Reykjavik

Tierney, Richard J., Lusaka to Foreign Service Institute

Towell, Timothy L., Brussels to Havana

Tracey, Margaret, Finland to Pretoria

Trotter, Charles D., Prague to Foreign Service Institute

Tua, Benjamin, Moscow to Foreign Service Institute

Tucker Jr., Frank M., Managua to Monterrey

Tull, Theresa A., Cebu to Foreign Service Institute

Turner, John L., Bonn to Mexico

Tuten, James T., Nassau to Dakar

Verschuur, Jan B., Sao Paulo to Special Domestic Assignments Program

Vik, Se Dell G., Kabul to Kinshasa

Villegoureix-Ritaud, Phyll, Casablanca to Foreign Service Career Development and Assignments

Wagner, Connie Ann, Abidjan to Vientiane

Wagner, P. James, Manila to Office of Communications

Walsh, James Donald, Office of Operations to Mexico

Ward Jr., George F., Rome to Foreign Service Institute

Ward, William E., Islamabad to Office of Communications

Warnell, Jimmie D., Seoul to Office of Communications

Warrick, James M., Ankara to European Affairs

Watkins, Richard G., Santiago to Lilongwe

Watson, Alexander F., Economic and Business Affairs to La Paz

Watson, John L., Accra to Office of Communications, Programs and Engineering Division

Weaver, Eric R., Foreign Service Institute to Abu Dhabi

Weaver, Kaarn Jayne, Hong Kong to Beijing

Weber, Daniel P., Georgetown to Izmir

Weinland, Helen, African Affairs to Lagos

Welty, Dean L., Naha to Bureau of Intelligence and Research, Northeast Asia

Wenzel, Robert H., Manila to East Asian and Pacific Affairs

Westmore, Donald B., Sapporo to Foreign Service Institute

Wetherbee, Harry L., Addis Ababa to African Affairs

White, Alfred J., Economic and Business Affairs to Rome

White, Robert W., Panama to Office of Security, Technical Services

Widenhouse, Thomas M., Vienna to Foreign Service Career Development Division

Williams, Albert N., Office of Inspector General to Barcelona

Williams, David W., Office of Operations, Supply and Transportation to Beijing

Williams, John E., Haiti to Paris

Williams, Lilliana C., African Affairs to Freetown

Williams, Sandra L., Sinai Support Mission to Port Louis

Willner, Robert T., Seoul to Bureau of Intelligence and Research, Current Intelligence

Wilson IV, Joseph Charles, Togo to African Affairs

Wilson, Edward, Kabul to Office of Communications

Wilson, Richard L., Valletta to Ontario

Windeler, Diane D., East Asian and Pacific Affairs to Manila

Wiener II, Frank G., Executive Secretariat Staff to Lusaka

Woltman Jr., Edward C., Copenhagen to Vienna

Womack, Barbara Jean, Brussels to Port-au-Prince

Wood-Thurston, Sue, Port-au-Prince to Foreign Service Institute

Wood, Peter S., Maseru to Bureau of Intelligence and Research, Current Intelligence

Woods, Ronald E., European Affairs to Madrid

Woolley, Susan M., Egypt to Near East and South Asian Affairs

Wooster, Elizabeth B., Athens to Ottawa

Workman Jr., Clarence E., Belgrade to Communications Center

Wroblewski, Mary Rose, Seoul to East Asian and Pacific Affairs

Wyman, Samuel H., Cairo to Damascus

Young, Johnny, Bridgetown to Foreign Service Career Development and Assignments

Zangrillo, Joanne T., Helsinki to Bureau of Administration

Zobell, Herbert F., San'a to Rio de Janerio

RESIGNATIONS

Aber, George, D., San'a

Antokol, Joyce Wilsie, Caracas

Asher, Steven E., Office of the Legal Adviser

Bannerman, M. Graeme, Policy Planning Staff

Boudreau, Henry C., Athens

PERSONNEL: FOREIGN SERVICE

Brown, Karen E., Bureau of Personnel, Management Office
Campbell, Edwina S., Bureau of Personnel
Castleberry, Garland Paul, Montreal
Chisek, Michael A., South African Affairs
Cooper, Laurel M., Intelligence and Research, Regional Economic Division
Crawford, Bruce D., Managua
Davis, Kathleen R., Bureau of Personnel, Management Office
Flesher, Maria Teresa, Asuncion
Fontes, Robert E., Santo Domingo
Geaneas, Zachary P., U.S. Mission to the UN
Godfrey, William A., Merida
Gubitosi, Louis D., New Delhi
Heikenen, Harry W., Hong Kong
Hinen, Dennis E., Sydney
Kelly, Elaine M., Tegucigalpa
Kenny, Kathryn K., Caracas
Kirkpatrick, Douglas A., Information Systems Office
Kling, Susan M., Office of the Legal Adviser
Lofgren, John C., Economic and Business Affairs, Office of Monetary Affairs
Lugo, Carmen M., Caracas
Maselek, Edward J., Monrovia
McFarland, Carolyn D., International Organization Affairs, UN Affairs
McManus, Christopher Paul, Medical Services
Mierzejewski, Charles D., Bonn
Newsom, Eric David, Politico-Military Affairs
Norman, Irene M., Vienna
Otter, Leonard E., Office of Communications, Programs and Engineering Division
Phelan Jr., Harry M., Geneva
Poza, Heidi, San Jose
Ramage, Mark F., Information Systems Office
Ryno, Brooks, Near East and South Asian Affairs
Schiffman, Irving I., Bremen
Schofield, Gayle, E., Tegucigalpa
Schwartz, Karen Ann, San Salvador
Sevitski, Nancy L., Information Systems Office
Stark, George W., NATO
Stibravy, William J., U.S. Mission to the UN
Stone, Ileana Z., Mexico
Sucher, Mark G., Office of Security, Evaluations Division
Taylor, Mary Marshall, Paris
Timmins, Mary Jane, Ottawa
Trevino, Conception, San Salvador
Tudor, Max R., Bureau of Administration, Office of Overseas Schools
Udall, Elma, London
Wald, Royal J., Warsaw
Weedon, Madeleine F., Office of Egyptian Affairs
Winter, Elaine C., Ankara

RETIREMENTS

Bay, Anna R., Nairobi
Beal, Williams, La Paz
Bennett, Margaret J., Inter-American Affairs
Brenner, Marvin E., African Affairs
Burgess, Robert K., Consular Affairs
Clemons Jr., James C., Office of Communications, Communication Security Division
Cohn, Arnold A., Office of Operations, Language Services Division
Collins, Betty J., Guadalajara
Cooney, Margaret M., Kinshasa
Culley, Harriet P., Bureau of Public Affairs, Editorial Division
Drews, Marion J., Athens
Dugan, John H., Bureau of Administration, Office of Security
Dupre, Lawrence J., Bureau of Administration, Office of Operations
Dux, Michael J., Dusseldorf
Etherton, Elizabeth F., Tokyo
George, Dorothy M., Copenhagen
Gilmore, John G., Zurich
Guilbert, Frances S., Office of the Secretary
Holda, William J., Office of Security, Foreign Operations
Jacobsen, Anna M., Soviet Affairs
Jereczek, Lucille A., Sofia
Krause, Mildred, Bonn
Leonhart, William, Office of the Director General
Mercurio, John A., Office of the Inspector General
Muller, George F., Office of the Under Secretary for Security Assistance, Science and Technology
Mulligan, Mary Anne, Medical Complement
Murphy, Mary Ellen, European Affairs
Olsen, Gerald R., Caracas
Skoda, Charles T., Management Operations
Taylor, Wilma Pauline, Pretoria
Titus, Rose P., Politico-Military Affairs
Walsh, Thomas E., European Affairs
Weitzel, Richard F., Nairobi
Welch, Mary M., Panama
Weisand, Rita J., Medical Services
Wilkowski, Jean M., Office of the Coordinator, UN Conference on Science and Technology for Development
Williams, Mary F., Foreign Service Institute
Young, James J., Lagos

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Q and A on overseas assignments and excursion tours

Interest is growing in the overseas assignment and excursion tour opportunities announced earlier by the Department. General questions and answers about the program may help to clarify some points:*

Q—What is the purpose of the program?

A—It is designed to fill positions for which officers having the functional skills are not available. While not intended specifically to be an upward mobility program, it offers the employee a break from his or her regular field, and the opportunity to experience a different professional environment.

Q—What's the difference between an overseas assignment and an excursion tour?

A—Under the overseas assignment program, Civil Service employees may be assigned only to positions abroad. A GS employee wanting to change jobs within the Department may compete for the position under established Civil Service procedures. Foreign Service employees may be assigned to both domestic and overseas positions on an excursion tour.

Q—What does the panel look for in an applicant when deciding rank order?

A—Potential, mainly. The panel members review the candidates' applications and official performance files to form a picture of the person's suitability for the function for which he or she is applying. In addition to evidence in the reports that the assigned duties are being performed in an outstanding manner, any indication that the applicant is willing and eager to take on additional responsibilities is a factor which raises a person's standing in the eyes of the panel. Good relevant experience in previous jobs and directly related education and training obviously help.

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*See State 012598 (1/79), State 150140 (6/79), and Department Notices dated 2/12/79, 4/3/79 and 6/20/79.

Q—Should I ask to be ranked on several functional registers?

A—Be honest with yourself. Are you willing to accept a position in the field for which you are applying? If not, confine your bids to those areas which really interest you. If you refuse an offer of assignment for reasons not convincing to the assignments panel, your name will be removed from all registers for the current year, and the chance at the job you wanted will be lost.

Q—What can I do to achieve a competitive standing on the register?

A—Impeccable OERs do 90% of the job for you. Your sincere indication in your application that you are enthusiastic about tackling a new job at ANY post will cover another 5%. Some knowledge of a language, or the ability to learn one, is the final boost. Many applicants give self-appraised language scores, but a rating from the Foreign Service Institute is better. Why not make an appointment to take the institute test when you are next on home leave? Also, the modern language aptitude test (MLAT) is given almost daily at the institute, and it is recommended that applicants be tested when that can be arranged. (The lack of an MLAT score is not a negative factor.)

Q—Do I have a choice of assignment?

A—The perfect candidate can and will go anywhere. Fortunately, at least 93.6% of the Department's employees are real people, therefore imperfect. They have likes and dislikes, schooling or housing needs, etc. Preferences should be stated in the application, and an effort will be made to take account of them. Once an assignment is offered, however, your choice is to accept or decline.

Q—May Foreign Service employees ask to have their present tours of duty curtailed in order to apply for an excursion tour?

A—That reason alone would be unacceptable to the assignments panel, and the request would be denied.

Q—I am a GS employee. Will my office release me to accept an overseas assignment?

A—Most supervisors and office directors recognize the benefit to be derived from domestic employees who have had professional experience abroad, and are willing to make adjustments in the office. However, it is not mandatory that the employee be released. On the other hand, a good candidate who cannot be released at one time for a particular job will be considered for other opportunities that may arise later.

Q—How is it determined which positions will be filled by overseas assignment/excursion tour candidates?

A—Every effort is made to fill a position with an officer having the necessary background and experience. When it becomes apparent that qualified officers may not be available to fill a particular job, the functional registers of both GS and FS applicants are reviewed for a suitable candidate. For this reason, it is not possible to determine in advance the number or location of excursion possibilities.

Q—When will I hear something, after I've been notified my name is on the register?

A—Your career development officer (FS) or personnel officer (GS) will be aware of any plans to offer you an overseas assignment/excursion tour. The majority of assignments for summer 1980 will be made by March.

Q—What happens when I complete the tour?

A—Civil Service employees are expected to return to the Department in a position similar to the one they left; FS employees may request assignment to their primary functional area; both may apply for a second excursion tour.

Q—What's in it for me?

A—An overseas assignment/excursion tour offers a chance to broaden one's horizon, both personal and professional, and to learn new skills. One should accept that opportunity at face value. There are established procedures for changing skill codes. One should be aware, however, that there is no guarantee that there will be a "need" in the functional field of one's choice when one has established eligibility. Several functional fields have traditionally been oversubscribed; mid-level promotion opportunities are minimal in others. Employees have used the overseas assignment/excursion tour as a route to a permanent career change. That's fine, but one should realize that as more employees fulfill the skill code change requirements, and are approved for conversion, the chance that everyone's request can be satisfied will be reduced.

Q—How many persons have been involved in the program?

A—During the six-month period beginning last January, 41 assignments were made from the registers of Civil Service and Foreign Service applicants for calendar year 1979. 134 applications were received for CY-80. Offers are now being made for some positions in CY-1980, but it is not yet known how many opportunities will become available for candidates under this program. ■

Part-time job opportunity

The American Foreign Service Association needs an administrator for its scholarship program operated with the Association of American Foreign Service Women. This is a paid, part-time position. The association would welcome inquiries from those interested. Qualifications include financial aid experience, office skills and Foreign Service background. Telephone 338-4045, or write to 2101 E Street N.W., Washington, D.C. 20037. ■

AWARDS FOR LENGTH OF SERVICE *

**—This is a list of employees who have completed the eligibility requirements for receipt of length-of-service awards. Actual presentation may be at a later date.*

EAST ASIAN AND PACIFIC AFFAIRS

Josiah W. Bennett (35)
Robert W. Skiff (35)
Robert E. Park (30)
Ida Elizabeth Boyd (25)
William A. Brown (25)
Colette T. Dickey (25)
Lawrence H. Williams (25)
Aubrey D. Decker (20)
Kenneth Ferguson (20)
Lloyd E. Martin (20)
John F. McPoland (20)
John D. Moller (20)
Irwin B. Newman (20)
Robert W. Wood (20)
Charles Smith Jr. (10)
Joseph Snyder III (10)
Dennis R. Thatcher (10)

EUROPEAN AFFAIRS

Donald M. Welch (35)
Katherine E. Barry (30)
J. Donald Griffin (25)
Patricia M.C. Mallon (25)
Mildred E. Rodstrom (25)
Peter Semler (25)
Grace J. Teir (25)
David K. Edminister (20)
Robert M. Lowry (20)
Michael Wade Beckner (10)
Patrick M. Folan (10)
Joan E. Garner (10)
Karla Ann Gebert (10)
Mark J. Platt (10)

INTELLIGENCE AND RESEARCH

Lucie Kornei (35)
Ruth Rodier (35)
Zelpha H. Smith (35)
Richard D. Nethercut (30)
Robert A. Cooper Jr. (25)
William P. Deary (25)
William F. Finn (20)
Philip H. Stoddard (20)
Jeffrey R. Siegel (10)

NEAR EASTERN AND SOUTH ASIAN AFFAIRS

Roy C. Nelson (35)
Lawrence J. Kennon (30)
Henry Precht (25)
Howard J. Judd (20)
Allen R. Largent (20)
Frank R. Newland (20)
J. Brayton Redecker (20)

COLOMBO, Sri Lanka—Ambassador *W. Howard Wriggins*, right, presents 20-year length of service award to *Leslie J. Munroe*, administrative officer.

Dorothy Ella Smith (20)
Shirley M. Walter (20)
Barbara A. Johnson (20)
Gary D. Devight (10)
Robert L. Graninger (10)
Bruce D. Johnson (10)

MEDICAL SERVICES

David H. Bachhuber, M.D. (20) ■

BUREAU NOTES

Secretary's Office

W. BEVERLY CARTER, ambassador-at-large for liaison with state and local governments, briefed Mayor **ERNEST MORIAL** and other local officials, in New Orleans, November 19, in preparation for a New Orleans trade mission to West Africa. He addressed the annual convention of the National League of Cities, in Las Vegas, and participated in individual sessions of the conference, November 26–28. Ambassador Carter attended the conference on U.S. foreign policy in Africa, in Detroit, December 13. Deputy coordinator **DAVID SHINN** spoke to participants of the national foreign policy conference for presidential interns, in Washington, November 15. He met with the following state and local organizations, December 5–18, concerning the establishment of Pearson jobs: the mayor's office in Anchorage; the Metropolitan Service District in Portland; the Pacific Northwest Innovation Group in Vancouver; the city manager's office in Santa Fe Springs, Calif.; the governor's office in Denver; the city manager's office in Fort Collins, Colo.; the University of Kansas, in Lawrence; and the state Department of Economic Development and the state Division of Mental Retardation, in Little Rock. **LINDA DUNN**, from Geneva, and **ANITA MUELLER**, from the Policy Planning Staff, have joined the Secretariat Staff.

Administration

OFFICE OF COMMUNICATIONS

UNA THOMAS has retired from the Communications Center after approximately 35 years of Government service. Recent arrivals in the center are **RITA PERUZZI**, from Security; **BRENDA NESBITT**, from the Foreign Affairs Document and Reference Center; and **ALAN McCURRY**, from Medical Services. Recent departures are those of **MILT COCHRAN**, assigned to Asuncion, and **WILLIAM LEBRANE**, assigned to Muscat. A new employee is **DANNY M. HARRIS**, a communications electronics officer, assigned to the Maintenance Section. Mr. Harris is from the Walter Reed Medical Center. **TOM McCAY**, regional communications programs officer in Karachi, was in the Department for two days' consultation.

OFFICE OF COMMUNICATIONS—Deputy assistant secretary *Stuart E. Branch* congratulates *Hector Cornejo*, Foreign Service national employee at the embassy in Mexico City, for completing a seven-week telephone maintenance course in Dublin, O.

African Affairs

The director of inter-African affairs, **ROBERT G. HOUDEK**, attended the Department's conference on Africa, in Detroit, December 13. He was a member of the panel on U.S. strategic interests in Africa. **CARL C. CUNDIFF**, director of the Economic Policy Staff, accompanied Assistant Secretary **RICHARD MOOSE** to Detroit, to attend the conference on U.S. foreign policy in Africa, December 13.

Assistant secretary **RICHARD M. MOOSE** and deputy assistant secretary **LANNON WALKER** spoke recently at the annual meeting of the African Studies Association, in Los Angeles. Mr. Moose also participated in a Ditchley Foundation conference on southern Africa, in Oxfordshire, United Kingdom, and held informal discussions, together with Mr. Walker, with leaders of the World Jewish Congress, in New York. On December 13, Mr. Moose, deputy assistant secretary **ROBERT V. KEELEY** and **ROBERT G. HOUDEK**, director of the Office of Inter-African Affairs, were principal speakers at the Department-sponsored conference on U.S. foreign policy in Africa, which drew about 1,750 members from 39 cooperating local groups to the Detroit Plaza hotel. Also participating were Ambassador **DONALD F. McHENRY**, AID administrator **DOUGLAS BENNET JR.**, AID assistant administrator **GOLER T. BUTCHER**, Export-Import Bank vice chairman **H. K. ALLEN**, Ambassador **DONALD B. EASUM**, and Ambassador-at-large **W. BEVERLY CARTER JR.** Detroit Mayor **COLEMAN A. YOUNG** and Lt. Gov. **JAMES H. BRICKLEY** also spoke; the presiding officer was **G. MENNEN WILLIAMS**, former governor and assistant secretary of state for Africa. **GORDON R. BEYER**, director of eastern African affairs, was interviewed by National Public Radio, in Iowa, on Somalian refugees. Deputy assistant secretary **ROBERT V. KEELEY** participated as a panel member in a workshop on southern Africa, for Presidential management interns. Later, Mr. Keeley addressed students at George Mason University on U.S. foreign policy in Africa. On December 6, Mr. Keeley addressed the Chicago Council on Foreign Relations on "Emerging Africa in the 1980s." **JENNIFER WARD**, deputy director of inter-African affairs, addressed a symposium on

OUAGADOUGOU—The president of the Upper Voltan National Assembly, *Gerard Ouedraogo*, far right, with wife and deputy assistant secretary *Lannon Walker*, left, enter reception at residence of Ambassador *Thomas D. Boyatt*, second from left.

"Developing an African Diplomacy" at North Carolina Central University. Mr. Walker completed a December 2–19 speaking tour of western and central African nations on behalf of ICA. Mr. Walker addressed a number of select Francophone African audiences on such topics as economic development, the U.S. political system and American foreign policy.

Arms Control and Disarmament Agency

Director GEORGE M. SEIGNIOUS II, at a December 6 ceremony, presented honor awards to 16 individuals who made major contributions to the successful conclusion of the SALT II negotiations. The agency's highest award, the Distinguished Honor Award, was presented to PAUL C. WARNKE and RALPH EARLE II. Mr. Warnke served as agency director and principal SALT negotiator for nearly two years. Mr. Earle served in senior positions on the SALT delegation, including eight months as delegation chairman. The Superior Honor Award went to agency deputy director SPURGEON M. KEENY JR., general counsel THOMAS GRAHAM JR., executive secretary NORMAN G. CLYNE and JAMES P. TIMBIE, head of the Strategic Affairs Division. Recipients of Meritorious Honor Awards were VICTOR E. ALESSI, Commander THOMAS J. BARNETT, JOHN KWIATKOWSKI, MARY LeCLERE, Colonel JOEL McKEAN, JOHN H. McNEILL, MARK RAMEE, KATHLEEN STRANG, ALICE M. TARNOWSKI and DAVID S. WOLLAN. Mr. Seignious earlier presented the agency's Superior Honor Award to assistant director JOHN NEWHOUSE, who left Government service December 1 to return to the writing profession. Mr. Newhouse joined the agency as counselor in October 1973, shortly after publication of "Cold Dawn: The Story of SALT," his history of the SALT I negotiations. In 1977, Mr. Newhouse received a presidential appointment as assistant director and head of the International Security Programs Bureau. In a ceremony December 18, Mr. Seignious presented a Superior Honor Award to assistant director BARRY M. BLECHMAN, head of the Weapons Evaluation and Control Bureau, who resigned effective December 31. Mr. Blechman also served as the first chief of the agency's Policy Planning and Coordinating Staff, created last year by Mr. Seignious Before joining the agency in 1977, Mr. Blechman spent six years as a senior fellow at the Brookings Institution. He will be associated with the Carnegie Endowment on International Peace, where he will be writing on defense issues.

Deputy director DAVID M. CLINARD will be acting director of the International Security Programs Bureau, and JAMES MONTGOMERY of the Weapons Evaluation and Control Bureau, until successors to Mr. Newhouse and Mr. Blechman have been named by the President. Mr. Seignious issued a certificate of appreciation to KATHERINE GLAZER for her long and dedicated service to the agency from June 1961 to November 1979, during which time she served with numerous delegations to international conferences and negotiations. McGEORGE BUNDY, chairman of the general advisory committee on arms control and disarmament, has named THOMAS W. SCOVILLE as executive director, replacing WILLIAM E. JACKSON JR. Mr. Scoville, who has a master's degree from the University of London and a doctorate from the Massachusetts Institute of Technology, has served as special assistant in the Office of the Director since July 1977.

Mr. Seignious has selected ALBERT C. PIERCE to replace Mr. Scoville as special assistant. Before joining the agency in 1978, Dr. Pierce served as research associate and special assistant to the president of the University of Massachusetts. Holder of a doctorate in political science from Tufts University, Dr. Pierce was affiliated for three years with Cambridge Survey Research, and with the John F. Kennedy Library. Mr. Seignious has established a new Safeguards Division in the Non-Proliferation Bureau, to be headed temporarily by deputy assistant director ROBERT G. ROCHLIN. The new division was established in recognition of the major importance of the agency's nuclear safeguards program in support of the International Atomic Energy Agency, and the safeguards aspects of nuclear fuel cycles, facilities, equipment and materials.

PRISCILLA STOWE has transferred to the Department, where she will be a specialist in Chinese economic analysis in the Bureau of Intelligence and Research. A graduate of Wellesley College with proficiency in Chinese, Ms. Stowe received a master's degree last year from George Washington University. WILLIAM D. BAJUSZ left the agency after two years to return to the BDM Corp. of McLean, Va., where he will be manager of foreign support systems.

Consular Affairs

On November 20, Assistant Secretary BARBARA M. WATSON led a delegation from the Department to Houston, for the opening of the first consulate general of the People's Republic of China. Miss Watson, who had returned from China a few days before the ceremony, noted at the gathering that she was encouraged by the progress recently made in the negotiations for a bilateral consular convention between our two nations. The opening of the consulate general in Houston, as well as our consulate in Guangzhou, are tangible signs of the rapid progress of normalization, she said. In addition to Miss Watson, the delegation from Washington included deputy assistant secretary ROGER SULLIVAN, from the Bureau of East Asian and Pacific Affairs; CHARLES FREEMAN, director of People's Republic of China and Mongolian affairs; and PETER K. MURPHY, special assistant to Miss Watson. Following the ceremonies, Miss Watson and Mr. Murphy toured the Houston Passport Agency. On December 13 Miss Watson was the U.S. Government

Correction

The November NEWSLETTER contained a photograph and caption reporting that "the oldest consulate in South America, in operation since 1808, resumes issuing non-immigrant visas." The post was identified as El Salvador. This was incorrect. The post is Salvador, in Bahia, Brazil.

representative for the opening of the Chinese consulate general in San Francisco. She also attended the San Francisco Chamber of Commerce luncheon, held in honor of the Chinese ambassador. Deputy assistant secretary for passport services NORBERT J. KRIEG accompanied Miss Watson to the ceremonies. Miss Watson and Mr. Krieg also toured the San Francisco Passport Agency. Prior to his arrival in San Francisco, Mr. Krieg was in Los Angeles, meeting with passport agent-in-charge GENE BURKE and observing passport operations there. Miss Watson addressed the Women's Political Association in Dublin, December 1, and then traveled to London to meet with consular officials at the embassy and tour operations there.

Deputy assistant secretary HUME HORAN attended the November 1 meeting of travel writers from the German Democratic Republic, at the Washington Hilton. Mr. Horan, along with CORNELIUS SCULLY of the Visa Office, addressed the Asian American Conference in New York, December 1. In their talk they reviewed U.S. consular issues in east Asia, and other issues of concern to the Asian American community. On November 14 Mr. Horan addressed the Caribbean chiefs-of-mission conference, in the Department. FRANCIS G. RANDO of the Office of Overseas Citizen Services and HORACE SHAMWELL of the Legal Adviser's Office met with a British delegation in Washington to negotiate the third round of a consular convention between the United States and the United Kingdom.

LONDON—*Lana Chumley*, nonimmigrant visa mail unit officer, sifts through day's first mail batch. Embassy here describes this as "the busiest consular section in the world."

On November 19th, at the invitation of the president of the Chevy Chase Women's Club, PETER K. MURPHY addressed a large group of area residents on "Your American Consul." The address, directed towards an audience of prospective American tourists abroad, stressed the services provided by consular sections overseas. From December 10–15 a consular assistance team visited the Consulate General in Zurich, as well as the embassy in Bern, Switzerland. During the visit the team provided the posts with professional advice on space utilization and reorganization of the workflow within the consular sections. The team was comprised of STANLEY CARPENTER, team leader; PETER K. MURPHY of the bureau; MARSHA BARNES of the Deputy Secretary's office; FIORE DI PAOLO of the Office of Foreign Buildings and NORMAN BETAQUE, management consultant. The team was joined in Switzerland by the regional security officer from Geneva, M.A. HANAHAN, and the administrative officer from Embassy Bern, DANIEL THAL.

VIRGINIA CARROLL, after 35 years of service in the Department, retired on December 14. She served in various capacities in the Passport Office and, recently, as acting chief of the European and Canadian Division of the Office of Citizen Consular Services. The Miami passport agency was one of 36 federal agencies that participated in a day-long seminar, in November, under the sponsorship of the Greater Miami Federal Executive Board: Federal Women's Council. The "A-Fair" was held to provide information on career opportunities, women in business, women's legal rights, assertiveness, passport information for the traveling woman, etc. Representing the passport agency were CHRISTINE DUBARD, NELLIE BACON and DOROTHY MORGAN. The New York Passport Agency supplied and manned one of the most popular information booths at the New York Travel and Vacation Show during the third week of November, in New York. Agency personnel SOPHIA SASTICH and ROSE PERROTTE staffed the booth. BERNARD FENNELL, the bureau's press officer, spoke November 19 at the University of Nebraska to graduate students in the School of Public Administration. Mr. Fennell discussed federal careers as consular officers.

East Asian and Pacific Affairs

During the week of October 22, Assistant Secretary RICHARD HOLBROOKE attended the Association of Southeast Asian Nations chiefs-of-mission conference in Manila, the Williamsburg conference in Baguio, and consulted with government officials in Kuala Lumpur and Singapore. Mr. Holbrooke also accompanied SECRETARY VANCE to New York to attend the UN pledging conference on aid to Cambodia, and accompanied Mrs. ROSALYNN CARTER to Bangkok, November 5, to observe the refugee situation. October 8–November 13, deputy assistant secretary ERLAND H. HEGINBOTHAM addressed conference members of the Evergreen State University Foundation, in Olympia, Wash.; represented the Department at the Asian-Pacific Council of American Chambers of Commerce meeting, in Seoul; addressed members of the Japan Society on "International Economic Policy," in Boston; attended a seminar of the Association of Southeast Asian Nations, in Los Angeles and Washington, D.C.; accompanied Under Secretary RICHARD N. COOPER to Seoul, to participate in U.S.-Korean bilateral economic talks; and addressed the Institute for U.S.-Japan Relations, in San Francisco.

ANTHONY ALBRECHT, director of the Office of Economic Policy, addressed the U.S.-Japan economic journalists' conference on economic stabilization policies in less developed countries, at the Brookings Institution, October 25–26. He gave an overview on U.S. policy in Asia to Asian trade unionists attending the AFL-CIO convention in Washington, November 13. He also addressed the Asian-American Conference in New York, December 1. WALTER LUNDY, deputy director of the Office of Economic Policy, attended the Colombo Plan senior officials meeting, in Sri Lanka, December 4–7. JOHN GREGORY, economic officer, participated in the annual meeting of the Asia-Pacific Council of American Chambers of Commerce, and consulted with the U.S.-Japan trade facilitation committee staff in Tokyo, October 17–26. On October 22, DONN HEANEY, economic officer, attended the annual foreign trade council conference in New York. ANDREW OSTERMAN, economic officer, attended the Massachusetts Institute of Technology conference on technology, innovation and industrial development,

EAST ASIAN AND PACIFIC AFFAIRS—Assistant Secretary *Richard Holbrooke* accepts a cedar box containing a peace gourd—a Japanese symbol for international peace—from *Kazuhiko Minamiyana*, director of the All Japan Gourd Association. At right is *Yoshio Karita*, counselor for information at the Japanese embassy.

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and the Harvard U.S.-Japan trade study group meeting, October 16–18, in Boston.

CHAS FREEMAN, director of the Office of the People's Republic of China and Mongolian Affairs, spoke at the Pittsburgh World Affairs Council, November 17. He also spoke in Reston, November 29, to the Commerce Department's banking symposium, and addressed the National Council for U.S.-China Trade conference. November 12–13, RUTH GOLDBERG, international economist, briefed a National Council for U.S.-China Trade petroleum committee delegation and, in New York, the American section of the World Zionist Organization. She also headed the U.S. delegation to a NATO economic advisers meeting, in Brussels, December 6–7. DARRYL JOHNSON addressed the Foreign Service Institute's People's Republic of China course, November 16. On December 4 he spoke to groups of students from William and Mary and Georgetown Universities. SCOTT HALLFORD spoke on Sino-U.S. relations at a Brookings Institution conference for senior business executives, December 6. Desk officer THOMAS BIDDICK returned to the office, December 5, after three months' temporary duty at the new consulate general in Guangzhou. November 16, BOB RICH, director of Korean affairs, briefed members of the Asian-American advisory council at the Democratic National Committee on recent developments in the Republic of Korea. BLAINE PORTER, economics officer in the Office of Korean Affairs, was at the UN through mid-December, helping to coordinate East Asian matters at the General Assembly session. The coordinator for refugee affairs, JACK FRIEDMAN, visited southeast Asia, October 21–November 10, to attend the regional refugee seminar in Kuala Lumpur, and the refugee sessions of the consular conference in Singapore. While in the area, he consulted with posts and with local officials and observed refugee operations in Indonesia, Singapore, Thailand, the Philippines, Hong Kong and Macau.

ALAN ROMBERG, country director for Japan, participated in the Japan-U.S. planning talks in Shimoda, November 5–6. JAMES McNAUGHTON traveled to Japan in October in connection with the Secretary of Defense's visit to Tokyo. New arrivals in the bureau include GERALD SUTTON, deputy director for Japan, who previously served as political counselor in Quito; MARGARET TOM, from Hong Kong; DAVID ROBERTS, LISA BAILEY and NOVELLA BROWN. Ambassador RICHARD MURPHY was in the Department for consultation and returned to Manila November 20. Others here on consultation include Tokyo's deputy chief of mission, WILLIAM SHERMAN, and economic counselor WILLIAM PIEZ; Manila's economic counselor, EDSON W. KEMPE, who also participated in the annual World Bank consultative group meetings on the Philippines, and counselor for administrative affairs PAUL SADLER, from Seoul.

Economic and Business Affairs

Assistant Secretary JULIUS L. KATZ traveled to Paris, December 2–4, to attend an International Energy Agency governing board meeting. He returned to Paris, December 8–10, with Secretary of Energy CHARLES DUNCAN to attend the agency's ministerial meeting. On November 12 and 13, MICHAEL CALINGAERT, deputy assistant secretary for international resources and food policy, visited Albuquerque, Phoenix and Tucson to give speeches on international energy policy, under the auspices of the Council on Foreign Relations. He also was interviewed by the local press, radio and television in these cities. From there Mr. Calingaert traveled to Paris, to attend a meeting of the governing board of the International Energy Agency.

He returned to Paris, November 30, for further meetings, concerned with preparations for the agency's ministerial-level meeting in December.

JOHN FERRITER, director, Office of International Commodities, headed the U.S. delegation to the Geneva meetings of the UN Conference on Trade and Development interim committee of the common fund conference, December 3–14. This third meeting of the interim committee had been preceded by a coordinating meeting by the Organization for Economic Cooperation and Development ad hoc committee on the common fund, which Mr. Ferriter chaired, in Paris, November 14–16. Mr. Ferriter was accompanied by MARK LORE from the Commodity Policy Division. The office's deputy director, GORDON BROWN, attended the 38th plenary meeting of the Intergovernmental Cotton Advisory Committee, in Bogota, November 5-9. The U.S. delegation to a UN Conference on Trade and Development, aimed at establishing an international cocoa agreement, was headed by DAVID BURNS, chief of the Tropical Products Division. The conference, in Geneva, November 19-30, was also attended by DAVID ROSS of the Tropical Products Division. Mr. Ross attended the UN Conference on Trade and Development's second intergovernmental group of experts on tea, and the second preparatory meeting on tea, both in Geneva, December 3-14.

MARSHALL ADAIR of the Tropical Products Division attended the International Sugar Organization council meeting in London, November 12-20. RONNIE D. WOODY of the Industrial and Strategic Materials Division attended a meeting of the economic and price review panel of the International Tin Council, as alternate representative, December 10-13, in London. The director of the Office of Food Policy and Programs, DONALD F. HART, was in London, November 26-30, as alternate U.S. representative to the 89th session of the International Wheat Council, and as U.S. representative to the 34th session of the Food Aid Committee. The latter meeting was chaired by EDMUND M. PARSONS, chief of the Food Programs Division, and was highlighted by unanimous agreement to the earlier U.S. proposal to convene a special negotiating session to conclude the text of a new food aid convention. Prior to the London meeting, Mr. Hart attended a meeting of wheat exporters in Buenos Aires. At the biennial conference of the Food and Agriculture Organization, in Rome, November 10-29, DANE F. SMITH, chief of the Food Policy Division, was a member of the U.S. delegation chaired by Secretary of Agriculture BOB BERGLAND.

JOHN L. PITTS, Food Programs Division, was the lead-off speaker at a public forum in Worthington, Minn., November 16. While the theme of the program was "Trade and U.S. Agriculture: Opportunity and Moral Responsibility," much of the discussion centered on the concept of "a bushel of U.S. wheat for a barrel of OPEC oil." RUTH H. PHILLIPS, deputy assistant secretary for commercial and telecommunications affairs, attended the Latin American economic/commercial officers conference, in Mexico City, November 12-16. She was accompanied by ALBERT L. ZUCCA, director, Office of Commercial Affairs, who co-chaired the conference, and JAMES D. LEE of the Office of Commercial Affairs. In a presentation to the conference, Mrs. Phillips gave a briefing on the current outlook for the U.S. economy. Conferees also discussed regional economic issues, multinational trade negotiations, and recent developments in trade promotion, particularly the administration's trade reorganization proposals. Mrs. Phillips visited New York, December 2-5, for discussions with AT&T and ITT on the outlook for exports of their communications products and an exchange of views on current telecommunications issues. Substituting for Mr. Katz, who was in Paris at the time, Mrs. Phillips represented the Department at a meeting on November 19 of the Virginia Leadership Conference arranged, by LIEUTENANT GOVERNOR ROBB in Williamsburg, with some 150 Virginia businessmen, to discuss export opportunities as a result of the multinational trade negotiations and other export legislation.

The Department was represented at the November 25-26 meeting in San Francisco of the subcommittee on export promotion of the President's Export Council by ALBERT L. ZUCCA, director, Office of Commercial Affairs. The corporate service program of the Chicago Council on Foreign Relations held a meeting in Chicago, November 29, where WILLIAM A. ROOT, Director, Office of East-West Trade, was a featured speaker. Mr. Root spoke on the Export Administration Act, distinctions with respect to the old legislation, and some reflections on the impact of the act on business. HENRY L. CLARKE, deputy director of the Office of East-West Trade, served on the delegation to the Economic Commission for Europe trade committee meeting, in Geneva, December 3-7.

The fall session of the coordinating committee list review negotiations continued in Paris as BRIAN R. FURNESS, Office of East-West Trade, participated, October 23-December 1. Upon Mr. Furness' return, RONALD K. KIRKPATRICK joined the U.S. delegation in Paris, December 1-15, for the conclusion of the negotiations. RICHARD W. MUELLER, Office of East-West Trade, addressed the National War College in Washington, and the American Arbitration Association in New York, on U.S. trade relations with Communist countries, and on the recently signed U.S.-China trade agreement. The chief of the Textiles Division, DONALD F. McCONVILLE, was the Department's representative at the General Agreement on Tariffs and Trade textiles committee meeting in Geneva, December 11, and for consultations with Hong Kong, in London, December 13-15.

RICHARD KAUZLARICH, deputy director of the Office of Investment Affairs, attended meetings in Paris of working groups of the Organization for Economic Cooperation and Development committee on international investment and multinational enterprises. The working group on activities in other international fora met, December 3-5, to discuss issues concerning negotiations in January on a UN code of conduct relating to transnational corporations. The working group on international investment issues met, December 6-7, on national treatment issues and the medium-term work program on incentives and disincentives. WILLIAM BREW, deputy director of the Office of Business Practices, headed the U.S. delegation to the UN Conference on Trade and Development negotiating on a code of conduct for the transfer of technology, in Geneva, October 29-November 16. Also in the Office of Business Practices, DANA M. MARSHALL traveled to Paris to attend a two-day meeting of Organization for Economic Cooperation and Development north-south economic issues group, then on to Vienna where he took part in the first special session of the UN Industrial Development Organization's Industrial Development Board which met November 12-16. From Vienna, he traveled to Geneva, to take part in the first diplomatic negotiating conference, which met, November 19-December 8, to consider a draft set of principles and rules to control restrictive business practices. New employees in the bureau include ELAINE SWENSON, in the Office of Fuels and Energy; TERRY PELON and LAVERNE WHITE, Office of Maritime Affairs; and HELENA WOODS, Aviation Programs and Policy Division.

European Affairs

On December 10, Assistant Secretary GEORGE S. VEST traveled to West Berlin on behalf of SECRETARY VANCE, to address the Berlin Press Association on security issues. Mr. Vest also attended the NATO ministerial meeting, in Brussels, on December 13-14. Deputy assistant secretary ROBERT L. BARRY visited Warsaw, Poznan, Krakow, Sofia, Budapest and Moscow, November 5-18, for consultations and discussions with host government officials.

Ambassador KINGMAN BREWSTER, London, was in Washington December 12-18, for the visit of British Prime Minister MARGARET THATCHER. Ambassador LAWRENCE S. EAGLEBURGER, Yugoslavia, was in the United States, November 23-December 8, on consultations. On November 27, he addressed the U.S.-Yugoslavia Economic Council's sixth annual briefing session, in New York; and on December 4 he spoke before the Council on Foreign Relations, in New York. Ambassador FRANCIS J. MEEHAN, Czechoslovakia, was in the Department for consultations, November 1-8. Ambassador ROZANNE L. RIDGWAY, Finland, was in the Department for consultations, December 10-14. Ambassador WILLIAM E. SCHAUFELE JR., Poland, addressed the Polish Highlanders Association, in Chicago, October 14, following service on a promotion panel and consultations in Washington. Ambassador TERENCE A. TODMAN, Spain, was in the Department, December 3-14, to participate on a personnel panel and for consultations.

The Organization for Economic Cooperation and Development (OECD) secretary general, EMILE VAN LENNEP, visited Washington, December 3-6, for meetings with senior U.S. officials. He was accompanied on his calls by Ambassador HERBERT

SALZMAN, permanent U.S. representative to the organization. He met with Labor Secretary ROY MARSHALL, Energy Secretary CHARLES DUNCAN, Council of Economic Advisers chairman CHARLES SCHULTZE, and various officials in the White House and Department. Among the topics he discussed were energy, macroeconomic developments, positive adjustment, and preparations for the 1980 ministerial meeting and economic summit to be held in Venice. Deputy chief of mission DENIS LAMB,European Community, was in Washington to attend semiannual consultations, November 19–20. PAUL L. LAASE, deputy director, Office of OECD, European Community and Atlantic Political-Economic Affairs, was a member of the U.S. delegation to the November 19–20 high level meeting of the OECD Development Assistance Committee, in Paris.

KRAKOW, Poland—In historic Market Square (on UNESCO's list of 12 national monuments that are part of the world's cultural heritage), are, from left, U.S. syndicated columnist *Michael Novak*, public affairs officer *Cornelius C. Walsh*, principal officer *Carl A. Bastiani*, and *Hieronim Kubiak*, director, Polonia Research Institute. The U.S. consulate is just off this square, in a 16th-century building.

CARL W. SCHMIDT, director, Office of Eastern European Affairs, participated in the semiannual NATO experts meeting on the Sbviet Union and eastern Europe, in Brussels, October 16–19, and then visited Prague, Bucharest and Belgrade for consultations, October 22–26. WILLIAM E. PRIMOSCH, economic officer, traveled to Budapest, Warsaw and Sofia, to consult with our embassies and meet with local trade and economic officials. VICTOR S. GRAY JR., Polish desk officer, spent the week of October 29 in the Milwaukee area, lecturing at universities as a return scholar-diplomat, and speaking to the public on U.S.-Polish relations. CAROLINE WIZNITZER, formerly of the Office of Security, joined the Office of Eastern European Affairs, October 29.

WILLIAM T. SHINN JR., director, Office of Soviet Union Affairs, traveled to Moscow, Leningrad, Kiev, and Warsaw, for consultations, November 26–December 8. SHERROD McCALL, deputy director, traveled to Montgomery, Ala., December 11, to speak at Alabama State Unversity on U.S.-Soviet relations. GARY L. MATTHEWS, officer-in-charge, multilateral political relations, spoke on SALT and U.S.-Soviet relations at the University of the South, Sewanee, Tenn., November 26. Professor BARCLAY WARD, former Foreign Service officer, is with the University's Political Science Department and hosted Mr. Matthews' visit. On November 29 Mr. Matthews traveled to New York to participate in a Council on Foreign Relations study group. MARK R. PARRIS, multilateral political affairs officer, spoke on SALT and U.S.-Soviet relations, in Minneapolis and Kansas, December 12–13. ROBERT W. FARRAND, officer-in-charge, bilateral relations, was in Spokane, December 3–4, for speaking engagements on SALT II at Gonzaga University and Whitman College. Mr. Farrand was also interviewed on local TV about the crisis in Iran, as well as SALT II. SANDRA J. GUST of the Exchange Section spoke, November 26, at the University of the District of Columbia on SALT II and U.S.-Soviet relations. SIDNEY FRIEDLAND, environmental officer, Office of Canadian Affairs, traveled to Toronto, November 2–4, to represent the United States at an acid rain seminar. THOMAS M. T. NILES, director, Office of Central European Affairs, participated in the Federal Republic of Germany principal officers conference, in Berlin, December 5–6, and in the discussion of Berlin issues in Brussels, December 12–13. RALPH C. PORTER, officer-in-charge for Austrian and Swiss affairs, traveled to Austria and Switzerland to consult with embassy and host country officials. PETER G. SCHOETTLE, Federal Republic of Germany political/military officer, traveled to Minnesota for a radio talk show, and gave speeches supporting SALT II. PRESCOTT WURLITZER has joined the Office of Central European Affairs, prior to being assigned to the consultate in Stuttgart. SUSAN M. KLINGAMAN, officer-in-charge for the Federal Republic of Germany desk, participated in the Foreign Service Institute course on political/military affairs, December 10–14. H. CLARKE RODGERS, previously assigned to the Bureau of Administration, recently assumed his new duties as post management officer in the Office of Executive Director, replacing PAUL C. BOFINGER. TIMOTHY E. RODDY, previously assigned to the American embassy, London, has joined the Post Management Section, Office of the Executive Director.

Foreign Service Institute

Newly appointed language and culture instructors at the Foreign Service Institute are: LILY BEAN, JANINE BLAND, BANDANA BOSE, MIREILLE BREMER, MASAKO GONZALEZ-MONTERO, YONNARA KENG, CECELIA KREUTZ, MARIE MATHIAS, OLEG MYLKO, DOUANKEO SAYASITHSENA, SARAH SCHRAGER-HUMBER and HSUI-CHUAN YU. New staff members at the institute are: JILL BYRNES, from Junior Officer Orientation; KATHRYN BARBOUR, from Overseas Schools; KIMBERLY BASSLER, from European Affairs; MICHAEL LAUDERDALE, from the Los Angeles Passport Agency; RON MARTIN, from Consular Affairs; JULIA STEELE, from Public Affairs; and EVA TYLER, from Consular Affairs.

Twenty-one senior-grade secretaries from both the Foreign and Civil Service attended the three-day management skills seminar for secretaries, September 26–28. This was the second seminar conducted offsite for secretaries, the first having been held in April. These seminars are conducted under the sponsorship of the Communications and Clerical Skills Division, School of Professional Studies, Foreign Service Institute. They are designed to provide senior secretaries with an opportunity for and guidance in: (1) identifying management skills; (2) identifying time wasters; (3) inventorying personal and professional strengths; (4) identifying the distinction between objectives and goals of the office; (5) establishing professional objectives and goals; (6) identifying personal objectives and goals; (7) understanding the relationship of personal objectives and goals to effective performance; and (8) developing effective communications strategies. The next seminar is scheduled for May 7–9. Secretaries interested in participating should submit their applications with a memorandum of recommendation through the training officer of their section or bureau to the Communications and Clerical Skills Division, Room 5705, SA–15, School of Professional Studies, Foreign Service Institute. Among those at the September 26 seminar were DOROTHY B. UNKLE, Bureau of Oceans, Environmental and Scientific Affairs; ANNETTE J. JONES, Bureau of Intelligence and Research; MARION M. LEWIS, Foreign Service Institute; JESSIE COLSON, Foreign Service Institute; JOSETTA M. HAMPTON, Bureau of Intelligence and Research, CECELIA A. LATIMER, Bureau of East Asian Affairs; ALICE F. BOYNTON, Office of Communications; COOKIE C. CLARK, Executive Secretariat; and SYLVIA B. BLUMENTHAL, Bureau of Intelligence and Research.

GERALD McCULLOCH has been presented the Meritorious Honor Award by JOHN T. SPROTT of the institute. Mr. McCulloch received this award for his services as a consular officer in the Welfare and Protection Services Division, and as a political reporting officer at the consulate general in Calcutta. Mr. McCulloch is now assigned to Latin American studies at the University of Texas, Austin.

FOREIGN SERVICE INSTITUTE — Deputy director *Carleton Coon* presents commemorative plaque to German language instructor *Hertha T. Woltersdorf* on her retirement. She served on the German staff more than 10 years.

A consular employees professional seminar was held at the institute, September, 17–October 5. Participants included Assistant Secretary BARBARA M. WATSON; consular training coordinator DON BEAN; AMINTA de LEON, Tegucigalpa; NADINE CLARKE, Kingston; CARMEN BARBOSA, Monterrey; MARGARETT ROESER, Caracas; EVELYN WESTON, Port-of-Spain; ILKA BARES, Panama City; TERESA FEDERICO, Ciudad Juarez; MARCIO SILVEIRA, Sao Paulo; JOSE PALACIOS, Guadalajara; VERNA ELCOCK, Nassau; MARIA LUNA, Guatemala City; JOSE RODRIGUEZ, San Jose; CARLOS SERRANO, Buenos Aires; and ELEANE GRIZAGORIDIS, Rio de Janeiro. A consular employees professional seminar was held at the institute, November 26–December 7. Participants included Ms. Watson; consular training deputy coordinator DIANA MORRIS; SHIRLEY MARGARET MOKLER, London; GIULIA ZIINO, Palermo; GLORIA DRUMMOND ANDERSON, Toronto; JOSEE VANHERCK, Brussels; VISNJA KARLOVCAN, Zagreb; LAURA DAL PALU, Milan; DOREEN DELALLA, Vancouver; ERIKA DRITTER, Stuttgart; GEZIENA MARIA FRIELINK, Rotterdam; ASTRI HATLEHOL, Oslo; BARBARA SOEHRING-MUELLER, Dusseldorf; and MARGRIT FAESSLER, Bern.

Graduates of the recent advanced consular course are ELIZABETH RASPOLIC, LARRY COLBERT, ELEANOR HARRIS, RICHARD BELT, WALTER BOYLE, RICHARD PETERSON, MARILYN JACKSON, LYNN CURTAIN, JOAN SMITH, LEWIS KERT, MICHAEL GUIGNARD, MARY ANN FELDMAN, RICHARD HIGGINS and ROBERTA JONES-BOOKER.

Human Rights and Humanitarian Affairs

Assistant Secretary **PATRICIA DERIAN** delivered the dinner address at the first annual banquet of the North Carolina-Israel visiting scholar program, in Raleigh, November 29. On December 1 Ms. Derian participated in the Asian-American conference sponsored by the Bureau of Public Affairs, at Hunter College, in New York. On December 5, she addressed the National Conference on Soviet Jewry, in Washington, and traveled to Princeton University for a public address at the Woodrow Wilson School, on U.S. human rights policy and Latin America. Ms. Derian taped "Press Conference U.S.A." for the Voice of America, December 7. On December 10—Human Rights Day—she addressed the student body at the National War College.

Deputy assistant secretary **FRANK SIEVERTS** spoke at Swarthmore College, November 20, on human rights and food assistance in Kampuchea. **CHARLES B. SALMON JR.**, acting deputy assistant secretary, represented the bureau at a conference on developing a western consensus on human rights, prior to the Madrid Committee on Security and Cooperation conference, sponsored by the Aspen Institute. The conference was held at the Aspen Institute, Berlin.

Deputy assistant secretary **STEPHEN COHEN** met with a group of military officers, December 6, at Fort Benning, for a discussion of U.S. human rights policy. On December 14, Mr. Cohen participated in a panel discussion at the Department of human rights and foreign policy with other Department officials, congressional representatives and academicians. He addressed a United Jewish Appeal luncheon in Washington, December 17. **KENNETH ROGERS**, deputy director of the human rights country reports, addressed a basic officers course at the Foreign Service Institute on human rights policy, the bureau's functions, and the responsibility of reporting officers overseas. The human rights officer for Latin American affairs, **PATRICK FLOOD**, lectured to a U.S. foreign policy class at American University on U.S. human rights policy and Latin America. From December 10–14 Mr. Flood consulted with the U.S. delegation to the UN General Assembly in New York. The human rights officer for international and nongovernmental groups, **ROBERTA COHEN**, spoke at a colloquy on parliaments and human rights at the 10th anniversary celebration of the International Institute of Human Rights, in Strasbourg, France, December 15. The subject of her address was "Human Rights and Development Assistance: The American Experience." She also held consultations with senior officials of the European Commission on Human Rights; the Council of Europe's human rights directorate and the European Court of Human Rights. The human rights officer for Middle Eastern and Near Eastern affairs, **T. JESSE CLEAR**, addressed a foreign policy seminar, November 29, at American University on "Human Rights in the Middle East." On December 11 Mr. Clear participated in a discussion on "Political Violence in the Middle East," at the Open Forum. The human rights officer for security affairs, **ROBERT JACOBS**, addressed a foreign training officers class at the Defense Institute of Security Assistance Management, at Wright-Patterson Air Force Base, December 5.

ROBERT SKIFF has joined the bureau as the East Asia regional officer. Mr. Skiff previously served as political, political-military affairs and economic/commercial officer in Bangkok. **JOHN SALZBERG** has assumed duties as the bureau's African affairs regional officer. Retired Foreign Service officer **JOHN COFFEY** has joined the bureau as consultant on asylum affairs. Mr. Coffey most recently served in Hong Kong.

Intelligence and Research

DAVID H. COHN, director, Office of Economic Research and Development, traveled to the Philippines and Japan, December 4–14, to participate in the fourth annual meeting of the Federation of Association of Southeast Asian Nations Economic Association, and the Philippine-American Educational Foundation's two-day seminar, "The United States and the Asian Third World." For the Office of Research and Analysis for the Soviet Union and Eastern Europe, **MARTHA MAUTNER**, deputy director, addressed various civic, academic and media groups on SALT issues and U.S.-Soviet relations, in Oklahoma, November 13–15. **JAMES BODNAR**, senior regional analyst, Eastern Europe Division, served as political officer on temporary duty in Budapest from May to October. **ROBERT FARLOW**, analyst in the same division, visited Bucharest, November 11–27, to consult with embassy officers and meet with Romanian officials. He also assisted the embassy with coverage of the 12th Communist party congress. **PETER COLM**, analyst in the Soviet Foreign Political Division, attended the third joint American-Soviet conference on Asia, in Santa Barbara, December 10–15.

GEORGE S. HARRIS, director, Office of Research and Analysis for Near East and South Asia, spoke on Turkish security developments at the New Alternatives Conference of the Defense Nuclear Agency, November 28. **ANTON W. DEPORTE**, director, Office of Research and Analysis for Western Europe, lectured on U.S.-European relations at George Washington University, November 27, and on the following day lectured at the Defense Intelligence School on the same subject. He also lectured at Amherst College on U.S.-European relations and foreign policy planning, December 11. **WILLIAM L. LOFSTROM**, Office of Research and Analysis for American Republics, spoke on aspects of the Peruvian revolution and democratization in Latin America, at Smith College, Northampton, Mass., and, "Complex Organizations Aid Third World Development: The U.S. Mission in Peru as a Case Study," at Mount Holyoke College, South Hadley, Mass., October 2.

Inter-American Affairs

BREWSTER R. HEMENWAY, office director for Central American affairs, spoke on current developments there, at a regional meeting of the Council of the Americas, in Chicago, November 15. **JAMES F. MACK**, officer-in-charge of Guatemalan affairs, on November 20 addressed the Charlottesville Civil Service Senior Seminar on Guatemalan matters. **RICHARD C. BROWN**, alternate office director for Central American affairs, took an orientation trip to Costa Rica and Nicaragua, November 13–19. His visit to Nicaragua coincided with that of a U.S. House of Representatives delegation.

BUENOS AIRES—*Raul Castro* swings a big stick while counselor for consular affairs *Fred Hassett* waits for the walls to come tumbling down, in order to increase working space in the consular section. The large increase in nonimmigrant visa work has made all this necessary.

GENEVA—*Douglas Costle*, head of the Environmental Protection Agency, signs the new convention on transboundary air pollution. Other members of the U.S. delegation, standing, from left, are *Joe Saltsman*, first secretary, U.S. mission; *Gordon Streeb*, economic minister-counselor, U.S. mission; and *William Alston Hayne*, deputy assistant secretary for environment, health and natural resources, Department of State.

International Organization Affairs

Assistant Secretary CHARLES WILLIAM MAYNES, Ambassador BARBARA NEWELL, deputy assistant secretary GEORGE DALLEY, DAVID ROWE and MARTIN JACOBS of the UNESCO directorate, BERNARD ENGEL, RICHARD NOBBE, SALLY CUTTING, LINE HEYNIGER, JANE CARLSON, BENOIT BROOKENS, DOTTIE BROWN, BETH EVANS, DENISE DeMARTINO, of the Secretariat to U.S. National Commission for UNESCO, and NANCY HARTLEY of the Policy Management Staff, attended the U.S. National Commission for UNESCO meeting, in Athens, Ga., December 11-14. They also attended the conference, "Toward An American Agenda for A New World Order of Communications," sponsored by the commission and hosted by the Henry W. Grady School of Journalism and Mass Communication, University of Georgia, December 12-15. GERALD HELMAN, deputy assistant secretary for political and multilateral affairs, was sworn in as U.S. representatiive to the European office of the UN, with the rank of ambassador, on December 11. On November 30, Mr. Dalley represented the Department in a meeting with presidents and chancellors of the historically black colleges; the meeting was sponsored by the National Association for Equal Opportunity in Higher Education. DON C. ELLER, executive director, will serve as deputy chief of mission at the U.S. mission in Geneva. Ms. Newell, the U.S. ambassador to UNESCO, chaired the U.S. delegation to the meeting of the Convention on Diplomas and Degrees, in Paris, at UNESCO headquarters, December 17-22. RICHARD HENNES, director, International Management Staff, has been designated executive director. WINTHROP SOUTHWORH will be acting director of the International Management Staff. PAUL BYRNES, director, Office of International Conferences, has been assigned to Antigua as principal officer. RAYMOND GOELZ, from the Department of Defense, has been appointed foreign affairs officer on the Policy Management Staff. ALICE FISHER has been assigned to the Office of Arms Control, Outer Space and Ocean Affairs. SHARON CORNNOR has resigned to accept a position in the office of former Ambassador ANDREW YOUNG. JOHN McGUINNESS of the UNESCO directorate participated in an advisory group of experts meeting on UNESCO's future energy programs, December 4-7.

HERBERT G. WING, Development and Humanitarian Programs Directorate, cochairman of the Federal Inter-Agency Committee for the International Year of the Child, presided over a workshop, November 29-30, with the National Organizations Advisory Council, to study what actions can be taken to maintain the momentum of the "year" over the coming years. JOYCE RABENS, Office of International Economic Policy, served as adviser to the third session of the interim committee of the UN negotiating conference on a common fund for commodities, of the UN Conference on Trade and Development, in Geneva, December 3-14. JOHN TREVITHICK, Office of Science and Technology, served as adviser, and PATRICIA A. WOODRING served as secretary of delegation, to the 23rd session of the general conference of the International Atomic Energy Agency, in New Delhi, December 4-10. FRANCIS X. CUNNIGHAM, Office of Science and Technology, was adviser to the informal consultations with governments of the UN Environmental Program, in Nairobi, December 10-14. NEIL A. BOYER, Office of Health and Narcotic Programs, acted as alternate representative on the U.S. delegation to the World Health Organization program committee, in Geneva, November 19-25. JOHN W. McDONALD attended the UN General Assembly as an adviser to the U.S. delegation during the review of the UN Conference on Science and Technology for Development, in New York, November 26-December 7.

Legal Adviser's Office

ROBERTS B. OWEN, the legal adviser, represented the United States in the December 10 argument before the International Court of Justice on the U.S. request for an order calling upon Iran to release immediately the hostages held in Tehran. Attorney General Benjamin Civiletti opened the argument for the United States, and Mr. Owen conducted the final hour. Also on the U.S. delegation were deputy legal adviser STEPHEN M. SCHWEBEL, assistant legal adviser DAVID H. SMALL, and NELLIE G. RUTHERFORD, secretary to Mr. Owen.

Deputy legal adviser MARK B. FELD-

MAN was in London, December 6-12, to discuss the litigation with British lawyers of the freeze of Iranian assets. RONALD J. BETTAUER, assistant legal adviser for nuclear affairs, participated in bilateral negotiations on peaceful nuclear cooperation agreements with Canada, in Ottawa, in November; and with Egypt, in Washington, in December. HORACE F. SHAMWELL JR., deputy assistant legal adviser for management, visited Belgrade, November 12-14, to negotiate a new treaty on the conduct of consular relations. From December 10-14, Mr. Shamwell conducted negotiations in Washington on a revised consular relations convention with the United Kingdom. THOMAS J. RAMSEY, attorney adviser in the Office of the Assistant Legal Adviser for Management, led a U.S. delegation to London, the Hague and Stockholm, on matters relating to extradition and mutual assistance in law enforcement, during October. From November 26-30 Mr. Ramsey, with KNUTE E. MALMBORG, assistant legal adviser for management, concluded the first round of negotiations on a revised extradition treaty with Canada, in Washington. JOHN R. ARBOGAST, attorney adviser in the Office of the Assistant Legal Adviser for Oceans, Environment and Scientific Affairs, was a member of the U.S. delegation to the latest round of the U.S.-Canadian Pacific salmon interception negotiations, in Vancouver, November 27-28. JAMISON M. SELBY and CASIMIR J. BARTNIK have entered on duty as attorney advisers. JOYCE CALDWELL and KATHLEEN PADOVANO, secretaries, have transferred to the Legal Adviser's Office.

Near Eastern and South Asian Affairs

On November 6, the Department and the St. Louis Council on World Affairs cosponsored a conference, "An Examination of U.S. Vital Interests in the Middle East." Assistant Secretary HAROLD SAUNDERS addressed the conference luncheon, discussing the challenge of peace-making in the Middle East. Mr. Saunders also represented the Department in a morning workshop entitled "The Palestinian Issue in the Middle East Conflict." Ambassador RICHARD PARKER, currently at the U.S. Air University at Maxwell Air Force Base, Ala., delivered the opening plenary remarks. Other Department participants were: deputy assistant secretary MICHAEL STERNER, who was a panelist in the workshop, "Israel, Egypt and the Arab World after the Egyptian-Israeli Peace Treaty"; deputy assistant secretary JOSEPH TWINAM, a workshop panelist discussing, "An Economic Perspective on the Middle East: Energy, Trade and Investment," and JOHN COUNTRYMAN, director, Office of Arabian Peninsula Affairs, a participant in the workshop, "Iran and the Persian Gulf: An Assessment and a Forward Look." Some 500 St. Louisans attended this day-long conference, which was arranged by GEORGE SHERMAN, public affairs adviser, and JUDITH RYAN of that office.

On November 17, SHELDON J. KRYS, executive director, and Mr. Sherman traveled to Frankfurt to make preparations for the return of the 13 hostages from Tehran who had been released. They both were aboard aircraft which landed briefly in Copenhagen and Paris to meet the hostages upon their arrival and fly them to the Air Force hospital at Weisbaden.

WAT CLUVERIUS, director, Office of Lebanon, Jordan, Syria and Iraq Affairs, addressed the policy and departmental commanders of the Jewish War Veterans, at a White House meeting, November 2. Mr. Cluverius also briefed 80 members of the Jewish Welfare Federation, of Long Island, on a variety of mideast issues, November 29. CHARLES MARTHINSEN, director, Office of Egyptian Affairs, addressed business executives pursuing studies at the Brookings Institution, November 8, and traveled to Allentown, Pa., November 14, to speak on U.S. policy in the mideast, before the full membership of the Allentown chapter of B'nai B'rith.

HOWARD B. SCHAFFER, director, Office of India, Nepal, Sri Lanka, Maldive Island and Bhutan Affairs, traveled to the Army War College at Carlisle Barracks, Pa., in November, to give a lecture on South Asia. On December 1, Mr. Schaffer also gave a speech at a conference of Asian Americans at Hunter College in New York City. Mr. Schaffer discussed U.S. policies in South Asia. HAL LUCIUS, deputy director of the office, accompanied Mr. Schaffer and participated in a seminar, at the same conference, on U.S. trade and investment with Asia. NATHANIEL HOWELL, special assistant to Mr. Saunders, traveled to Atlanta, November 15-16, where he met with an Emory University mideast study group and university classes. Mr. Howell also addressed a dinner meeting sponsored by the Southern Center for International Studies and participated in a radio program.

On December 17, DAVID S. ROBINS, Office of Egyptian Affairs, joined the U.S. delegation to the Paris meeting of the consultative group on Egypt. Following the Paris meeting, Mr. Robins visited Egypt for consultations with Embassy Cairo. WILLIAM A. HELSETH, director of the Middle East Development Task Force, briefed students and staff at the Defense Institute of Security Assistance Management at Wright-Patterson Air Force Base, November 28, on Middle Eastern topics. On December 5, Mr. Helseth addressed civic and college groups in Rockland County, N.Y., on U.S. policies in the Middle East. Mr. Helseth spoke on U.S. policies and related topics in the Middle East to public groups and college assemblies in Herkimer, N.Y., and Monmouth, N.J., December 11-14. O. QUINCEY LUMSDEN, economic officer from Embassy Paris, has assumed his new duties as deputy director in the Office of Arabian Peninsula Affairs. ROBERT D. DEASON, former administrative counselor at Embassy Jidda, entered on duty December 20 as deputy director in the Office of the Executive Director.

JOHN ZIOLKOWSKI has replaced ROBERT E. DAY JR., as the senior trade and commercial adviser in the Office of Economic

JERUSALEM—AID administrator *Douglas Bennet*, with the mayor of Bethlehem, *Elias Freij*, in doorway of the new Bethlehem municipality building. From left: Consul general *Michael H. Newlin;* assistant administrator *Joseph Wheeler;* Mayor Freij; Mr. Bennet; and deputy principal officer *Donald A. Kruse*.

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Affairs, Mr. Day has departed for his new assignment as counselor for economic affairs at Embassy East Berlin. DAVID R. PATTERSON has also joined the economic staff as energy and technology adviser. On December 7 a retirement party was held in the Office of the Executive Director, honoring WILLIAM ARMSTRONG, chief of the bureau Communications Center, who retired after 29 years of service. GILBERT HARCUM, from the Office of Communications, has replaced Mr. Armstrong. WILLIAM L. EAGLETON JR., principal officer at Embassy Tripoli, was in the bureau recently on consultations. Ambassadors consulting in the bureau included DONALD R. TOUSSAINT, Sri Lanka; ANGIER BIDDLE DUKE, Morocco; L. DOUGLAS HECK, Nepal; and ANDREW I. KILLOGORE, Qatar.

Sinai Support Mission

C. WILLIAM KONTOS, director, traveled to New York, December 12-13, for discussions with the U.S. mission to the United Nations. BARRY KNAUF, associate director for contracts, traveled to Greenville, Tex., to review proposals with the contractor for the mission. STEPHANIE STARRETT, administrative officer, was reassigned to the Department, Office of Personnel. WILLIAM T. BLAYDOE retired at the field mission on December 1. JOHN W. GREEN, communicator, completed his tour in the Sinai and departed November 24 for home leave and transfer to Beirut. LEONARD T. PFEIFER, communications/records officer, returned to the Department, November 30. JAMES W. HOLT completed his tour as security officer and returned to the Department.

Oceans and International Environmental and Scientific Affairs

Assistant Secretary THOMAS R. PICKERING met with Japanese representatives at the Department, November 8, 13 and 14, to discuss nuclear policy issues. On November 14, Mr. Pickering addressed the senior management course at the Foreign Service Institute. The fisheries and marine science sections of the bureau advisory committee met at the Department, November 14–15. During the meeting, which was opened by Mr. Pickering and chaired by JOHN D. NEGROPONTE, deputy assistant secretary for oceans and fisheries affairs, the group discussed a broad range of topics with Mr. Negroponte and his staff. On November 23, Mr. Pickering stopped in Wellington to discuss oceans and nuclear issues with New Zealand officials. From there he traveled to Antarctica, where he participated in the 50th anniversary of Admiral Byrd's expedition. He also stopped in Canberra for consultations with Australian officials. From December 4–8, Mr. Pickering attended the International Atomic Energy Agency board meeting in New Delhi, and also consulted with Indian officials on other issues. Mr. Pickering stopped in Rome for discussions with Italian officials on nuclear issues, and then traveled on to Jerusalem where he attended the board of governors meeting of the U.S.-Israel Binational Industrial Research and Development Foundation, returning to Washington on December 15.

November 5–6, RICHARD E. BENEDICK, coordinator of population affairs, held a series of consultations in the research triangle area of North Carolina with professors and researchers from the International Fertility Research Program, Research Triangle Institute, the Carolina Population Center, the University of North Carolina, and the Duke University Center for Demographic Studies. The discussions centered on ongoing research in biomedical aspects of population and family planning, as well as population problems and programs in Egypt and Africa. Mr. Benedick addressed an audience of researchers and scientists from the triangle area on "Population and U.S. Foreign Policy." Mr. Benedick participated in the annual meeting of the International Planned Parenthood Federation, in London, November 28–30, and consulted with British medical scientists in London and Cambridge, including those who pioneered the "test-tube baby," on current directions of research in reproductive physiology and implications for future funding needs in this area.

During November 4–10, Mr. Negroponte, headed an intragency team which traveled to London, Copenhagen and Brussels, to discuss a U.S. initiative to establish a new multinational organization to conserve and manage Atlantic salmon stocks. LARRY SNEAD, deputy director, Office of Fisheries Affairs, together with a portion of the U.S. team, continued to Dublin, November 12, to discuss the salmon initiative with Irish officials. Delegations for the United States and Canada met in Vancouver, British Columbia, November 27–30, as part of ongoing negotiations to conclude a comprehensive U.S.-Canada Pacific salmon interception agreement. Such an agreement would minimize interceptions by one country of salmon bound for the streams of the other. The U.S. delegation was headed by Mr. Negroponte. As a result of the meeting, both sides have agreed to develop issue papers focusing on major substantive problems remaining in the negotiation. It was also agreed that two meetings at close intervals would be scheduled for early spring.

JAMES STORER, director, Office of Fisheries Affairs, and Mr. Snead attended the 13th session of the Food and Agriculture Organization Committee on Fisheries, October 8–12, in Rome. Key agenda items included the Food and Agriculture Organization's new fishery development program, aquaculture and tuna issues. November 16–17, NORMAN WULF, director of the Office of Marine Science and Technology Affairs, traveled to Allentown, Pa., to address members of the American Society of International Law. The topic of his address was the law of the sea. HENRY ANDERSEN of the Office of Marine Science and Technology Affairs represented the Department as an observer, at the meeting of the National Advisory Committee on Oceans and Atmosphere, November 15–16. THOMAS J. WAJDA, deputy director of the Office of Energy Technology Cooperation, traveled to Paris to attend the first meeting of the International Energy Technology Group, November 5, and was a delegate to the International Atomic Energy Agency's nuclear subgroup, November 6. Mr. Wajda participated in the second meeting of the International Energy Technology Group in Paris, December 10–12. He also met with Polish officials on December 12–15 to discuss the continuation of U.S.-Polish cooperation in coal use.

OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS—*Rust M. Deming*, right, receives Superior Honor Award from Assistant Secretary *Thomas R. Pickering*.

JEAN H. CHRISTOFF, Office of Energy Technology Cooperation, and EDWARD C. BITTNER, deputy director of the Office of Food and Natural Resources, attended the first inter-American conference on renewable sources of energy, in New Orleans, November 26–29. The main topic was the potential of alcohol fuels. NORMAN TERRELL, deputy assistant secretary for science and technology, participated in the U.S.-Mexico science and technology working group meeting in Mexico City, November 7–8. DWIGHT CRAMER, deputy director of the Office of Cooperative Science and Technology Programs, headed the U.S. delegation to the U.S.-Yugoslav Joint Board on Science and Technology Cooperation meeting, in Belgrade, December 3–7. He also went to Bucharest, Sofia and Budapest for science and technology discussions. In Paris, November 26, MORRIS CRAWFORD, deputy director of the Office of Cooperative Science and Technology Programs, attended a meeting of the Executive Bureau of Information Computers and Communication Policy, and served as the U.S. representative to the Organization for Economic Cooperation and Development meeting, on productivity and employment in micro-electronics development. Mr. Crawford traveled on to Madrid, November 29–30, for discussions on U.S.-Spain science and technology programs.

Politico-Military Affairs

Office of International Security Operations. Director GEORGE T. CHURCHILL and Colonel CHARLES V. CORDER, traveled to the Turks and Caicos Islands, for the final negotiating session and signing of an agreement concerning U.S. defense areas.

Office of Munitions Control. Director WILLIAM B. ROBINSON addressed the Foreign Service Institute's politico-military seminar, December 11. W. GRAHAM METSON assumed his position as a licensing officer, December 10.

Office of International Security Policy. Director TED McNAMARA participated in the November 12–14 NATO nuclear planning group meeting in the Hague, consulted in London, and attended the November 16–18 meetings of the Belgian Royal Institute of International Affairs. WILLIAM H. COURTNEY lectured on U.S. security policy in the Persian Gulf and Indian Ocean, at the Federal Executive Institute, in Charlottesville, November 29. KENNETH LONGMYER lectured on SALT and other defense issues at Mississippi State University, as the return visitor in the scholar-diplomat program. In January, K. DUNLOP SCOTT will commence a year's leave to study at the Wharton School, University of Pennsylvania. TERRY L. DEIBEL of Georgetown University's School of Foreign Service faculty has joined the staff as a Council on Foreign Relations fellow. Colonel JAMES S.V. EDGAR has arrived from Kabul and joined the staff under the auspices of the State-Defense exchange program.

Office of Nuclear Policy and Operations. BEVERLY ROUNDTREE and JOELLE MITCHELL joined the staff.

Office of Disarmament and Arms Control. Director MARK PALMER participated in a Stanley Foundation conference on arms control. ROBERT HANSEN spoke at Youngstown State and Kent State Universities on SALT II. He also participated in the Bureau of Public Affairs' SALT educational broadcast programs. WILLIAM VEALE traveled to Bonn, where he attended discussions on arms control issues with German and American officials, November 28–December 4. He also visited NATO, in Brussels, where he attended the Conference on Security and Cooperation in Europe talks on confidence-building measures. Deputy director STEVE STEINER was at NATO for discussions, November 28–30. BLAIR MURRAY joined the staff in late December, from the Arms Control and Disarmament Agency.

Office of System Analysis. RICHARD SOKOLSKY joined the staff in December.

Public Affairs

Assistant Secretary HODDING CARTER III accompanied SECRETARY VANCE to London, Paris, Rome and Bonn, to discuss the Iranian situation with our allies, and then to Brussels, for the NATO ministerial meeting, December 9–14. Deputy assistant secretary WILLIAM J. DYESS engaged in several television debates on SALT II.

Office of Public Communication. ELAINE McDEVITT, chief of the Special Projects Staff, served as press officer for the Department-sponsored conference for Asian-Americans, December 1, in New York. The staff provided facilitative assistance to the Foreign Policy Association and the University of North Carolina television center for the production of four programs in the 1980 Great Decisions television series. Interviews were taped with two Department officials—Assistant Secretaries HAROLD SAUNDERS and RICHARD HOLBROOK. Also participating in the series were ZBIGNIEW BRZEZINSKI, assistant to the President for national security affairs; former Ambassadors MALCOM TOON and JOHN GRONOUSKI; and HELMUT SONNENFELDT, former counselor of the Department.

Office of the Historian. PAUL CLAUSSEN gave a briefing on U.S.-Middle East relations in the 1950s, at the Washington National Records Center, November 19, and at the National Archives, November 20. DELIA C. PITTS conducted applicant interviews at four east coast colleges for the Thomas J. Watson Foundation, during December. The foundation, which provides fellowships to graduating seniors for a year of travel and independent study overseas, is under the direction of DAVID SUMMERS, a Foreign Service officer on leave from the Department. Mr. Pitts, and DAVID PATTERSON, both historians, were selected through the Office of Personnel Management's Certificate of Eligibles, to fill two current vacancies. STANLEY SHALOFF spoke on U.S. relations with African nations in the 1950s, at the Washington National Records Center, December 12.

Office of Press Relations. During the Iranian crisis SUSAN PITTMAN and DAVID NALL have been alternating on duty with the Iran Working Group. MARY ANN BADER DEBEUSSCHER has been working in coordination with the Kampuchean Task Force, set up to handle relief arrangements. CHERYL BRAUNER, a former summer employee, rejoined the bureau on December 18 for the Christmas holidays. ■

NATIONAL DEFENSE UNIVERSITY—Commandant *John E. Ralph* presents the Army's Outstanding Civilian Service Medal to *William S. Krason*, who recently retired after more than 34 years with the Foreign Service.

—(Continued from inside front cover)

in the categories under reference, I suggest they reflect on their poor performance. Can one imagine for one minute that the FSOs would have been so badly treated by their panels?

Sincerely,
Louis J. Correri
Regional communications programs officer

Mr. Correri has also written to the director general, who responded in detail, advising Mr. Correri, among other things, that no quota was established for the boards; that they had received no indication of the number of promotion opportunities available; that the board which reviewed the files of junior communications officers advised the director general at its dismissal ceremony that it had identified all the employees in the classes under review who, in its judgment, were qualified to perform at the next higher level; and that it firmly supported its action as appropriate and entirely consistent with the precepts. The director general said he was satisfied that the boards took their responsibilities seriously and carried them out properly.

A tribute to Ms. Mann

The Hague

Dear Sir:

The death of a friend is always a sad occasion, particularly when that friend is a person like Helen Mann. The stark facts given in the obituary in the November Newsletter were not of course able to portray what she meant to her friends in the Foreign Service—both American and local national.

I was privileged to be with Helen at two posts, and I never ceased to marvel at her ability to make friends. Going out of her way to be helpful was second nature to Helen. As good a secretary as she was—and as much in demand—she was never too busy to meet newcomers, entertain them, introduce them, and generally make them feel at home. And the local national staffs thought she was tops.

One day when we were together in the Hague I happened to become aware that a Japanese family was in Helen's office. After proper introductions, she explained that these visitors from Kobe were on a world tour and had made a slight detour to see her—"their Helen." Somehow I wasn't surprised, knowing how she had made lasting friends at every post.

We her friends and the entire Foreign Service will be the poorer for Helen Mann's passing. Cheerfulness personified, she never complained about her lingering illness—and was always looking forward to that next assignment.

One error of omission in her obiturary: no mention was made of her final posts, Copenhagen and Bahrain. In Bahrain she was secretary to the ambassador, who subsequently told me how much she had contributed there—just as she always had, no matter the post or its challenges.

Sincerely,
Thomas J. Dunnigan

Three-month wait

Washington

Dear Sir:

I was happy to receive my transfer allowance check yesterday, only three months after my return to Washington from Tokyo. It might be interesting for you to print some explanation of why it takes so long to effectuate a payment, the purpose of which is to help transferees' immediate adjustment to Washington.

Very truly yours,
Jack B. Button
Japan/U.S. Economic Relations Group

The procedure for processing a transfer allowance: The employee completes Form 1190 and returns it to the bureau; the bureau submits the form for verification of onward assignment availability; the bureau then validates the date of entry on duty and submits the 1190 to State's comptroller, who requests a check from Treasury. The 1190 is occasionally delayed at one point or another during this process.

The parents' pledge

Bucharest

Dear Sir:

This is in response to "How to talk to your teenager about drinking and driving" (Newsletter, November). The contract between adolescent and parent makes sense, but if honesty is what we really wish to teach, then it is only reasonable to admit that parents drink and drive when they also may not be capable. Children and adolescents worry about this. I believe the effectiveness of the suggested contract would be increased by the parents' pledging to the adolescent:

"I agree to call you for transportation if I am ever in a situation where I have had too much to drink, or if a friend who drove has had too much to drink, just as I would expect you to call me." Naturally this would be contingent upon various factors (e.g. possession of a driving license, etc.), but the point is the aspect of reciprocity involved, that drinking and driving is not solely a problem of adolescents.

Sincerely,
Maeve Spain-Shine

A matter of geography

Mill Valley, Calif.

Dear Sir:

I was very interested in Secretary Vance's intention of tapping the vast experience and wisdom of "retirees" in the development of policy (Newsletter, November). I foresee a number of problems, however. "Retirees" are not always available. Many are "escapees" from Foggy Bottom, "returnees" in many cases to their origins thousands of miles away, and this detracts from the immediacy of their wisdom. Still, there are undoubtedly many wise "retirees-sojournees" in Washington suburbs who wouldn't mind becoming "commutees" again, at least on a part-time basis, to relieve the tedium of retirement. I'm sure they would help.

Sincerely,
JORMA L. KAUKONEN
Foreign Service retiree

Being 'poor' at State

WASHINGTON

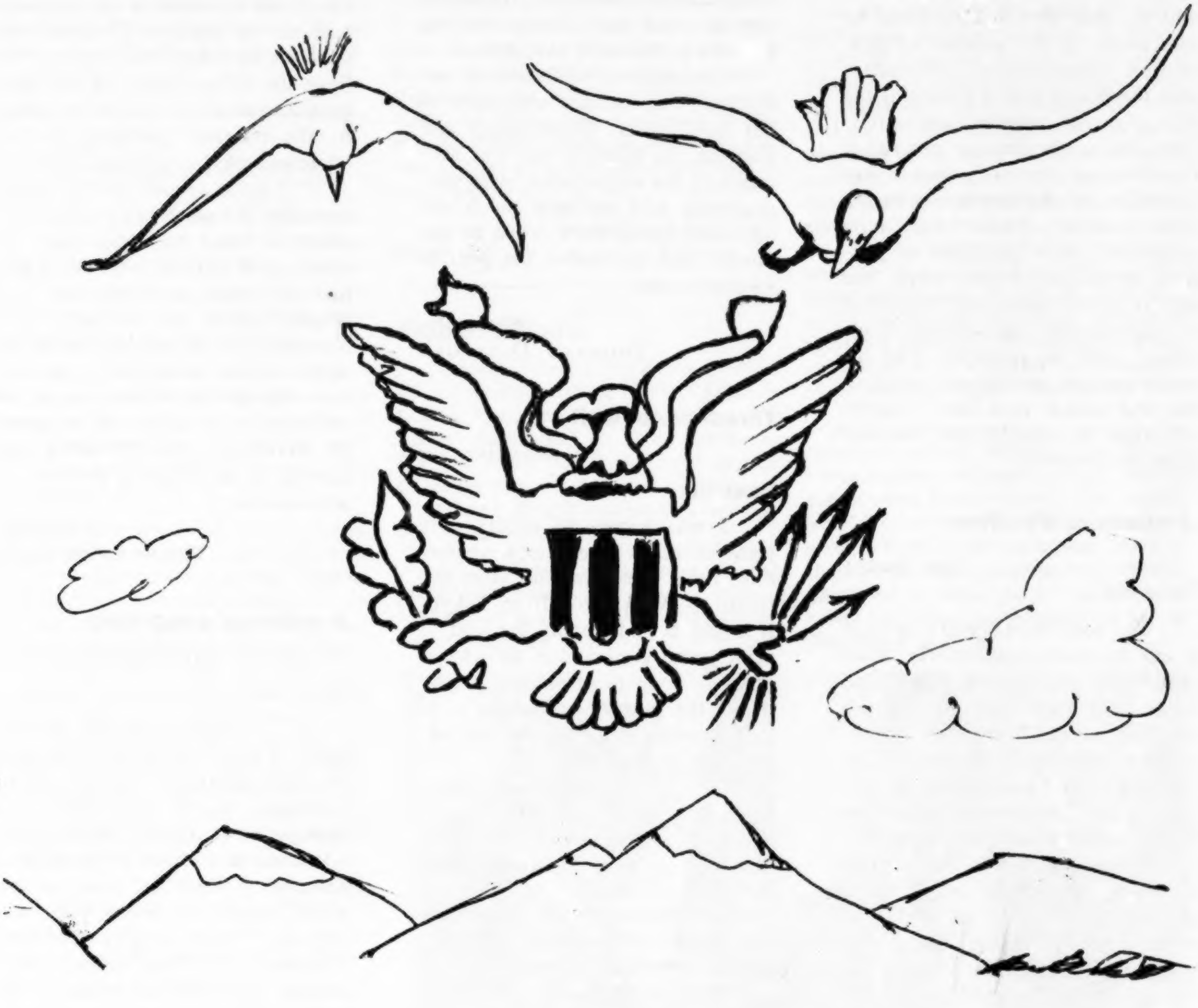
DEAR SIR:

In recent years, the North/South conflict between the industrialized countries (of the North) and the less developed countries (of the South) has received widespread publicity. Little attention, however, has been given to the internal "North/South" problem that the Department annually faces.

At this time of year, FSO "Northerners" from the 01, 02, and 03 ranks can be heard grumbling about how they must once again forfeit annual leave. We FSO "Southerners" from the 08, 07, and 06 ranks, on the other hand, are wondering whether we can scratch up a day of annual leave for the holidays.

This recurring problem could easily be resolved by the Department establishing an internal "Common Annual Leave Fund" (CALF) in which the excess leave resources of the rich "North" could be transferred to the impoverished "South." In this way, valuable resources would not be continually frittered away.

Sincerely,
PRESCOTT P. WURLITZER (06)
German desk ■



"Hey, Mabel, look! Must be one of those kinky new fall outfits from Bloomingdale's."

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HISPANIC OFFICERS LUNCHEON GROUP—At first meeting of this organization are, from left: ***Victor Bonilla; Luigi Einaudi; Felix Vargas; Richard Feinberg; Phyllis Oakley; Ralph Guzman; Abelardo Valdez; Enrique Lopex,*** **Harvard University;** ***Jeremiah O'Leary,*** **Washington Star;** ***Mark Schneider; Leo Garza; Madison Adams; Alfredo Cuellar; Malcolm Barnebey; Manuel Guerra;*** **and** ***George Gedda,*** **Associated Press.**

OBITUARIES

Robert D. Hodgson, 56, Department geographer and expert on maritime boundaries, died of a heart ailment on December 4. He began his career in 1946, as a terrain analyst for the old War Department. He then joined the Foreign Service in 1952, and was stationed in Bonn as map-publishing procurement officer and geographic officer. Converting to the Civil Service, he was assigned to the Office of the Geographer. He was office director from 1970 to 1979.

Mr. Hodgson

In recent years Mr. Hodgson was involved with geographical and cartographical matters of various law-of-the-sea conferences, and prepared studies and maps on national boundary positions in waters adjacent to the United States and other countries. He was also principal technical adviser for U.S. delegations to several international meetings on maritime boundaries, and served as a Government witness in cases between the states and the federal Government regarding offshore oil claims. Mr. Hodgson served on the U.S. Board of Geographic Names, 1957-77, and was chairman of the board's Foreign Names Committee, 1972-77.

A member of the Association of American Geographers, he was an active committee member on maritime affairs, geography in government and long-range planning, in addition to serving on the executive committee and council. He was also a 10-year member of the National Academy of Science's Committee on Geography, and was chairman of the International Geographical Union, 1970-77.

Mr. Hodgson, a native of New York, received his bachelor's, master's and Ph.D. from the University of Michigan, where he also was an instructor in the Geography Department. He served in the Marine Corps, 1942-46, and was awarded the Purple Heart in Okinawa. In 1972 he received a Department Superior Honor Award, and a Distinguished Service Award from the Law of the Sea Institute.

Mr. Hodgson leaves his wife, of 11152 Conestoga Ct., Oakton, Va. 22124, four sons, three daughters, a brother, a sister and seven grandchildren. The family suggests contributions to the Robert D. Hodgson Memorial Fund for aiding young geographers, c/o Robert W. Smith, 800 Villa Ridge Rd., Falls Church, Va. 22046.

John M. McSweeney, 63, first U.S. ambassador to Bulgaria and specialist in Soviet and eastern European affairs, died of cancer at his home on December 12. He joined the Foreign Service in 1940 and served the early part of his career in Montreal, Lagos, Accra and Cairo, as consular officer. His first of three tours in Moscow began in 1946 as economic-political officer. He was transferred to Vladivostok as consular officer in 1947, and was assigned to Paris in 1950. In 1951, he returned to Moscow, this time as political officer and counselor. He was detailed to the National War College in 1953, and then became a political adviser for Security Council affairs at the UN. His next assignment was Naples, where he was special liaison officer to the commander of allied forces in southern Europe, and special assistant to the ambassador, until 1958, when he returned to the Department. After serving as director of the Office of Soviet Union Affairs, Mr. McSweeney began his third assignment in Moscow, in 1961, as consul general and minister.

Mr. McSweeney

He served for one year as political adviser to the Stragetic Air Command, in Omaha, then was assigned to Brussels as deputy chief of mission, in 1964. In 1966, he went to Bulgaria as minister to the U.S. legation, and was appointed ambassador when the legation was raised to embassy status in 1967. From 1970 until his retirement in 1973, he was a Foreign Service inspector. He worked as an international affairs consultant after retirement.

Mr. McSweeney, born in Boston, earned his bachelor's at Brown University. He served in the Navy, 1944-46. Survivors include his wife, of 328 South Shore Dr., Sarasota, Fla. 33580, two sons and a sister.

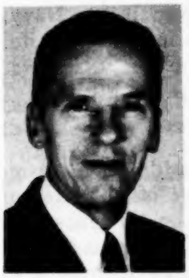
Daniel M. Braddock, 73, a retired Foreign Service officer, died of cancer at his home on November 24. He was charge d'affaires in Cuba, and one of the last U.S. diplomats to leave there in 1961 after the United States broke diplomatic relations.

Mr. Braddock

Mr. Braddock joined the Foreign Service in 1929, serving in Medan, Barcelona, Caracas, Port Alegre and Bahia. Returning to the Department in 1945, he became chief of Brazilian affairs, followed by appointments as trade agreements negotiator and adviser on American republics. In 1948, Mr. Braddock was assigned to Madrid as economic counselor. After a detail to the National War College in 1951, he was appointed economic counselor in Manila, where he also served as a U.S. delegate for Philippine trade negotiations. At his next post, Rangoon, he served as consular officer. Transferred to Havana in 1957, he attained the rank of career minister and became consul general in 1960. Mr. Braddock was minister and consul general in Sao Paulo, and served as liaison for Latin American missions at the UN in 1963. He was a Foreign Service inspector until 1967, when he was appointed consul general and principal officer in Bombay, his last post. He retired in 1971.

Mr. Braddock, born in Arkansas, earned a bachelor's and master's at Kenyon College in Ohio, and studied at the Ecole Libres des Sciences Politiques in Paris. He is survived by his wife, of 3206 Gleneagles Dr., Silver Spring, Md. 20906, four sons, one daughter and eight grandchildren.

Howard F. Newsom, 64, a retired Foreign Service officer, died at Holy Cross Hospital, Silver Spring, of a heart attack, November 29. Born in Washington, D.C., he was a graduate of George Washington University. He received a master's in economics from Indiana University and also attended the Maxwell School of Economics at Syracuse University.


Mr. Newsom

Mr. Newsom entered the Foreign Service in 1950, and served as consular officer in Frankfurt and Stuttgart. He was transferred to Lahore as an economic officer in 1952, and then served in Paris with the U.S. mission to NATO and European regional organizations. Returning to the Department in 1958, he served as a personnel officer and international economist. In 1962, he was assigned to Wellington as head of the economic section, where he served until his transfer to Seoul in 1967. His last assignment was to the Bureau of East Asian and Pacific Affairs, where he served on the Korean desk as economic-commercial officer and deputy country director. Mr. Newsom retired in 1975.

He is survived by his wife, of 200 Woodmoor Drive, Silver Spring, Md. 20901, a son, and two daughters. The family suggests contributions to the organ fund at Christ Congregational Church, 9525 Colesville Road, Silver Spring, Md. 20901

Clifford O. Barker, 75, a retired Foreign Service officer, died on November 23. He joined the Department as a Civil Service clerk in 1923 and worked as a legal assistant, 1936-42. Mr. Barker was a passport and dispatch agent for the Miami Passport Agency, and became a division assistant and member of the board of review for the Passport Office. Transferring to the Foreign Service in 1956, he served as second secretary and consular officer in Manila, and first secretary and consular officer in Vienna, before retiring in 1961.

Mr. Barker, a native of Rhode Island, earned a law degree from George Washington University in 1936. He was a member of the D.C. bar. Survivors include his wife of 2031 NE 56th Court, Fort Lauderdale, Fla. 33308.

James M. Byrne, a retired Foreign Service officer, died of a heart ailment, at his home, on November 30. Mr. Byrne, a native of New York, attended Harvard University, earning a bachelor's in 1931 and a law degree in 1934. A member of the New York bar, he worked for a law firm before joining the Foreign Service in 1941. He was special assistant to the ambassador in Buenos Aires for four years, and was then assigned to Bern, where he served as second secretary. After a brief tour in Madrid, he returned to Bern, spending part of his tour on loan to the Economic Cooperation Administration. Subsequent assignments were to Addis Ababa and Tunis, as first secretary and consular officer. In 1958 Mr. Byrne was appointed deputy director for the Senior Seminar, at the Foreign Service Institute. He retired from the Foreign Service in 1963, then worked for the Foreign Students Service Council until 1969. He leaves his wife, of 5904 Cedar Parkway, Chevy Chase, Md. 20015, one son, three daughters and a sister.

Mr. Byrne

William Kane, 73, a retired Foreign Service officer, died of heart failure at his home on November 20. Born in Czechoslovakia to American parents, he graduated from the Prague Business College and worked as a clerk in Prague and Vienna. He was a field representative for the Office of Strategic Services before joining the Foreign Service in 1944. He was consular officer in Piedras Negras, Caracas and Bogota. Returning to the Department in 1954, Mr. Kane was assistant Chief of the Assurances Section before his next appointment as second secretary and consular officer in Seoul. In 1959, he served as consular officer in Montreal, and then returned to the Department and became chief of the Domestic Services Division, in 1964. He retired in 1966. Mr. Kane leaves his wife, of 5115 38th St. NW, Washington, D.C. 20016, one son, two daughters and five grandchildren.

Alice Langley Hsieh, 57, a former Department employee and consultant on Chinese nuclear matters, died after a long illness at her home on November 15. She joined the Department in 1945 as a research assistant for the Bureau of Far Eastern Relations. She went on to become an international relations officer and assistant on Japanese and Korean affairs and served as a member of the U.S. delegation to the Far Eastern Commission, 1946-52, and special assistant to the U.S. adviser to the supreme commander of the allied powers in Tokyo, in 1951. After leaving the Department in 1955, Ms. Hsieh worked for the Rand Corp. as a political scientist and consultant on Sino-Japanese relations. She was a senior research staff member at the Institute for Defense Analysis, 1969-71.

Ms. Hsieh

Ms. Hsieh continued her association with the Department as a consultant, and served as a member of the social science advisory board to the Arms Control and Disarmament Agency, 1964-70, a member of the panel of advisers for East Asian and Pacific affairs, 1966-69, and a member of the Department's panel of advisers on China, 1968–69. She was also the author of a book and several articles on nuclear and military issues in the Far East.

Born in New York, she received her bachelor's at Queens College. She earned a master's at Clark University and also attended Stanford, George Washington Law School and the University of California at Berkeley. She leaves no immediate survivors.

Grace May Hunter, 62, a retired Foreign Service secretary, died of cardiac arrest on November 11. Joining the Foreign Service in 1942, she served as a secretary in Rio de Janeiro, Para and Recife. Ms. Hunter retired in 1970. She leaves her husband, Robert, of Glenmoor Village, 4500 W. Skye Dr., South Jordan, Ut. 84065, two daughters, two grandchildren, two brothers and two sisters.

Fern M. Nystedt-Lysell, 73, a retired Foreign Service employee, died on July 8. Joining the Foreign Service in 1942, she was a clerk in Stockholm, Munich, Frankfort and Tehran. She served as consular assistant in Tokyo, Port of Spain, Paris, Lisbon, Belfast and Madrid. Ms. Nystedt-Lysell retired in 1967. She has no known survivors.

Erik A. Anderson, 81, a retired Foreign Service employee, died on October 27. He joined the Foreign Service in 1945 and was assigned to Stockholm as guard and caretaker. He was transferred to Reykjavik in 1949, then served as messenger and clerk in Copenhagen. Mr. Anderson retired in 1962. His survivors include his son, Borje S., Stralsunderstrasse 2, 7032 Sindelfingen, West Germany.

John W. Syphax, 69, a retired employee of the Arms Control and Disarmament Agency, died at his home on October 10 following an asthmatic heart attack. A life-long resident of Washington, he received a bachelor's from Howard University, where he later taught political science. He received his master's at Cornell in 1933, and completed some work toward a doctorate at Harvard.

During World War II Mr. Syphax was a biographic analyst for the Office of Strategic Services, predecessor of the Central Intelligence Agency. He joined the Department in 1945 as a biographic analyst and later was chief of the Japan section of the Biographic Information Division (1948–51). He became an intelligence research specialist in 1951, and was promoted to chief of the government branch of the External Research Staff in 1960. Joining the disarmament agency in 1962, he was a foreign affairs officer until his retirement in 1973. Mr. Syphax leaves his wife, Melba; two sons, a daughter and a sister.

Ralph Charles McGuire, son of retired Ambassador Ralph J. McGuire, died on November 12 in Austin, Tex. He was born on the S.S. *President Polk*, midway between Manila and Singapore. At the time of his death, he was employed by the American Automobile Association. Mr. McGuire is survived by his parents, 8213 Summerplace Drive, Austin 78759, and a sister.

Vera S. Byrnes, wife of James J. Byrnes, former deputy director at the Foreign Service Institute, died of cancer at the Circle Terrace Hospital, in Alexandria, on November 25. Mrs. Byrnes accompanied her husband to assignments in France and Canada. She is survived by her husband, of 4521 Peacock Avenue, Alexandria, Va. 22304, two sons, a brother and a sister. The family suggests contributions to the Lombardi Cancer Center, Georgetown University, 3800 Reservoir Road, Washington, D.C. 20007.

Audra Flinn, 67, wife of retired Foreign Service officer Dennis A. Flinn, died of cancer in Kilmarnock, Va., on October 15. She had accompanied her husband on assignments to Sweden, Germany, Australia and Uganda. Mrs. Flinn was active in women's organizations in these countries and was an American Red Cross Gray Lady in Heidelberg. In addition to her husband, of P.O. Box 14, White Stone, Va. 22578, she is survived by two sons and four grandchildren.

Miren de Aretxabala Hinton, wife of Foreign Service officer Deane R. Hinton, died at Georgetown University Hospital in Washington on November 6. She had accompanied her husband on assignments in Washington, Kinshasa and the U.S. mission to the European Communities at Brussels. In addition to her husband, she leaves five children, her father, brother, and sister. The family suggests contributions to the American Cancer Society. ■

Answers to quiz

(See Page 34)

1. The woman is Lucy of the poem "She dwelt among the untrodden ways," by William Wordsworth.
2. This question was asked by Faustus about Helen of Troy, in the Chrisopher Marlowe version.
3. Domitius Enobarus, a friend of Marc Anthony, talking about Cleopatra, according to Shakespeare.
4. This is Celia, by Ben Jonson.
5. The young lady is Mistress Susanna Southwell. The poet is Robert Herrick.
6. The speaker is the judge in John Greenleaf Whittier's ballad "Maud Muller," and the woman is, of course, Maud.
7. The speaker is Friar Laurence, talking to Romeo about Juliet, according to Shakespeare.
8. The reference is to Queen Elizabeth I of England, and is found in the Epistle Dedicatory to the King James version of the Bible.
9. This is Oscar Wilde's description of the French actress, Rosine Bernard, usually known by her stage name, Sarah Bernhardt.
10. P.T. Barnum gave this name to Jenny Lind, soprano.

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LIBRARY BOOKLIST

Selected recent books

The following list of current publications, of interest to the foreign affairs community, was compiled by the Library of the Department.

General

Fitzgibbon, Constantine. *Drink.* New York, Doubleday, 1979. $8.95
(About alcoholism.)

Hill, Melvyn, ed., *Hannah Arendt: the recovery of the public world.* New York, St. Martin's Press, 1979. 384p. $14.95
(Critical essays on the political philosopher and her writings.)

Kenin, Richard and Justin Wintle. *The dictionary of biographical quotation of British and American subjects.* New York, Knopf, 1978. 860p. $25.00

Lieberstein, Stanley H. *Who owns what is in your head? trade secrets and the mobile employee.* New York, Hawthorn, 1979. 296p. $14.95

Lifton, Robert Jay. *The broken connection: on death and the continuity of life.* New York, Simon & Schuster, 1979. 495p. $15.95

Petersen, William. *Malthus.* Cambridge, Mass., Harvard University Press, 1979. 302p. $17.50

Ruff, Howard J. *How to prosper in the coming bad years: a crash course in personal and financial survival.* New York, Times Book, 1979. 248p.

Samuels, Ernest. *Bernard Berenson: the making of a connoisseur.* Cambridge, Belknap Press, 1979. 477p. $17.50

Sullivan, Walter. *Black holes: the edge of space, the end of time.* New York, Doubleday, 1979. 303p. $17.95

Thompson, Michael. *Rubbish theory: the creation and destruction of value.* New York, Oxford University Press, 1979. 228p.

United States

Brown, Seyom. *The crises of power: an interpretation of United States foreign policy during the Kissinger years.* New York, Columbia University Press, 1979. 194p. $10.95

Dobkowski, Michael N. *The tarnished dream: the basis of American antisemitism.* Westport, Conn., Greenwood Press, 1979. $22.50

Ehrlich, Paul R. et al. *The golden door; international migration, Mexico and the United States.* New York, Ballantine, 1979. $12.95

Hoyt, Kendall K. *Drunk before noon: the behind-the-scenes story of the Washington Press Corps.* Englewood Cliffs, N.J., Prentice-Hall, 1979. $12.95

Jarvis, Howard. *I'm mad as hell.* New York, Times Books, 1979. 310p. $9.95
(The author of Proposition 13 states the case for tax reduction.)

Kennedy, Edward M. *Our day and generation: the words of Edward M. Kennedy.* New York, Simon & Schuster, 1979. 160p. $12.95
(Excerpts from his speeches, 1969–1979.)

Lindsey, Robert. *The falcon and the snowman: a true story of friendship and espionage.* New York, Simon & Schuster, 1979. 359p. $12.95
(On two Americans who sold secret information to the Russians.)

Palmer, Gregory. *The McNamara strategy and the Vietnam War: program budgeting in the Pentagon, 1960–1968.* Westport, Conn., Greenwood Press, 1978. 169p. $15.95

Perrett, Geoffrey. *A dream of greatness: the American people, 1945–1963.* New York, Coward, McCann & Geoghegan, 1979. 893p. $24.95

Ringer, Robert J. *Restoring the American dream.* New York, Harper & Row, 1979. 320p. $12.50
(On eliminating government interference in people's lives.)

Stevenson, Adlai Ewing. *The papers of Adlai E. Stevenson; vol. VIII, Ambassador to the United Nations 1961–1965.* Ed. by Walter Johnson. Boston, Little, Brown, 1979. $25.00

Teichmann, Howard. *Alice: the life and times of Alice Roosevelt Longworth.* Englewood Cliffs, N.J., Prentice-Hall, 1979. 286p. $12.95

Wolfe, Tom. *The right stuff.* New York, Farrar, Straus, 1979. 436p. $12.95
(About the first astronauts.)

Woodward, Bob and Scott Armstrong. *The brethren; inside the Supreme Court.* New York, Simon & Schuster, 1979. 467p. $13.95

Wyden, Peter. *Bay of Pigs: the untold story.* New York, Simon & Schuster, 1979. 352p. $12.95

Area studies

Azrael, Jeremy R., ed. *Soviet nationality policies and practices.* N.Y., Praeger, 1978. 393p. $25.00

Bethell, Nicholas. *The Palestine triangle: the struggle for the Holy Land, 1935–1948.* New York, Putnam's, 1979. 384p. $12.95

Fenyvesi, Charles. *Splendor in exile; the exmajesties of Europe.* Washington, New Republic Books, 1979. 281p. $12.95

Holden, Anthony. *Prince Charles.* New York, Atheneum, 1979. 368p. $15.00

Kirby, D. G. *Finland in the twentieth century.* Minneapolis, University of Minnesota Press, 1979. 253p. $19.75

Mayer, Allan J. *Madame Prime Minister: Margaret Thatcher and her rise to power.* New York, Newsweek Books, 1979. 224p. $8.95

Pakenham, Thomas. *The Boer War.* New York, Random House, 1979. $20.00

Sakmyster, Thomas L. *Hungary, the great powers, and the Danubian crisis, 1936–1939.* Athens, University of Georgia Press, 1980. 287p. $20.00

Young, Alexander K. *The Sogo Shosha: Japan's multinational trading companies.* Boulder, Colo., Westview, 1979. 247p. $20.00

International relations

Berry, Albert and William R. Cline. *Agrarian structure and productivity in developing countries.*
(A study prepared for the International Labor Office within the framework of the world employment programme.)
Baltimore, Johns Hopkins Univ. Press, 1979. 248p. $17.50

Bonds, Ray, ed. *The Vietnam war: the illustrated history of the conflict in Southeast Asia.* New York, Crown, 1979. 245p. $17.95

Brown, Barbara Jean. *Disaster preparedness: advance planning for disaster relief.* Elmsford, N.Y., Published for UNITAR by Pergamon Press, 1979. 120p. $13.50

Greeley, Andrew M. *The making of the Popes, 1978: the politics of intrigue in the Vatican.* Mission, Kansas, Andrews & McMeel, 1979. 325p. $12.95

International Bank for Reconstruction and Development. *World atlas of the child.* Washington, D.C., The Bank, 1979. 39p.
(Statistics about children around the world.)

Mikesell, Raymond French. *The world copper industry: structure and economic analysis.* Baltimore, Johns Hopkins Univ. Press, 1979. 393p. $25.00

Muggeridge, Malcolm. *Something beautiful for God: Mother Teresa of Calcutta.* San Francisco, Harper & Row, 1979. $8.95
(Originally published in 1971.)

Robinson, Joan. *Aspects of development and underdevelopment.* Cambridge, Cambridge University Press, 1979. 170p. $16.95; $4.95 pap.

Schaller, Michael. *The United States and China in the twentieth century.* New York, Oxford University Press, 1979. $9.95 ■

LIBRARY SERVICES

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COLLECTION: 750,000 volumes, 1,100 periodical titles
SERVICES:
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—Locating and borrowing items from other libraries
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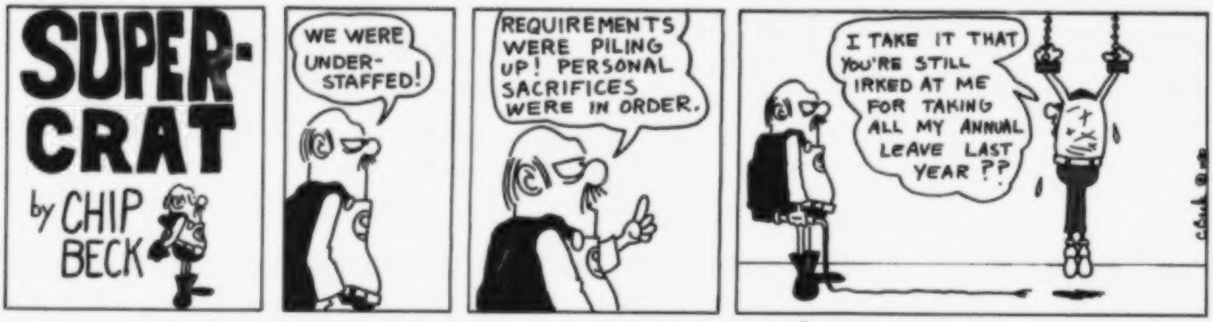
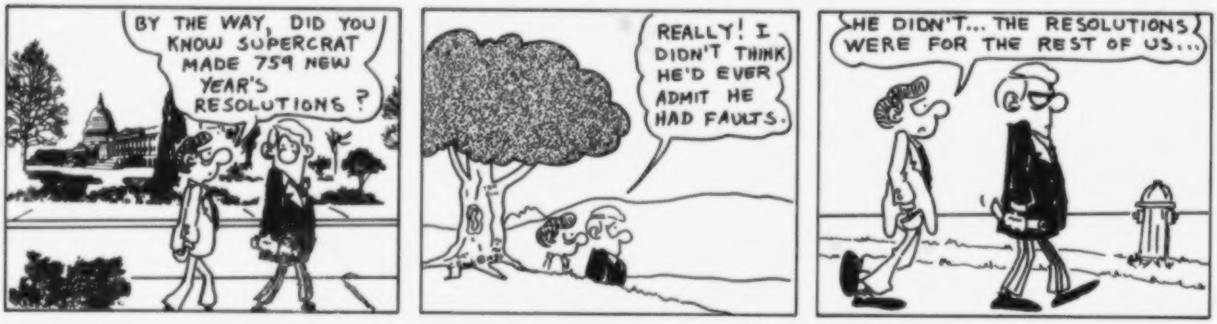
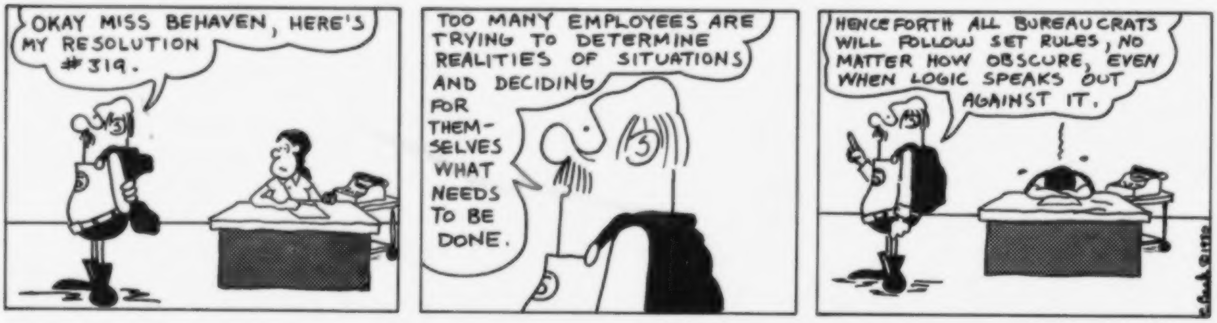
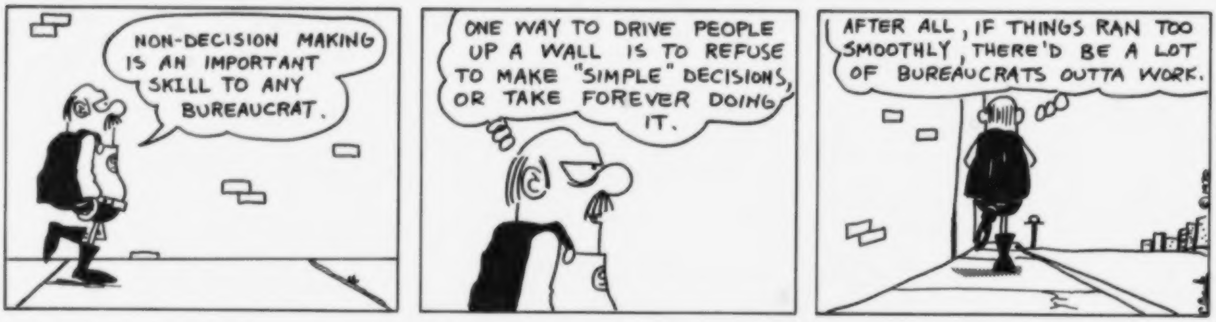
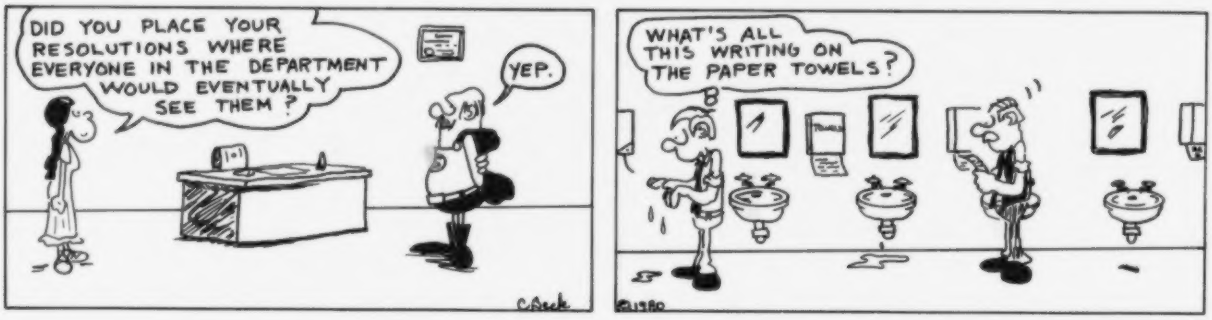
—Automated retrieval of information relating to foreign affairs
—Daily newspapers (back issues on microfilm) ■


SUPER-CRAT
by CHIP BECK
WE WERE UNDER-STAFFED!
REQUIREMENTS WERE PILING UP! PERSONAL SACRIFICES WERE IN ORDER.
I TAKE IT THAT YOU'RE STILL IRKED AT ME FOR TAKING ALL MY ANNUAL LEAVE LAST YEAR ??


BY THE WAY, DID YOU KNOW SUPERCRAT MADE 759 NEW YEAR'S RESOLUTIONS ?
REALLY! I DIDN'T THINK HE'D EVER ADMIT HE HAD FAULTS.
HE DIDN'T... THE RESOLUTIONS WERE FOR THE REST OF US...


OKAY MISS BEHAVEN, HERE'S MY RESOLUTION #319.
TOO MANY EMPLOYEES ARE TRYING TO DETERMINE REALITIES OF SITUATIONS AND DECIDING FOR THEM-SELVES WHAT NEEDS TO BE DONE.
HENCEFORTH ALL BUREAUCRATS WILL FOLLOW SET RULES, NO MATTER HOW OBSCURE, EVEN WHEN LOGIC SPEAKS OUT AGAINST IT.


NON-DECISION MAKING IS AN IMPORTANT SKILL TO ANY BUREAUCRAT.
ONE WAY TO DRIVE PEOPLE UP A WALL IS TO REFUSE TO MAKE "SIMPLE" DECISIONS, OR TAKE FOREVER DOING IT.
AFTER ALL, IF THINGS RAN TOO SMOOTHLY, THERE'D BE A LOT OF BUREAUCRATS OUTTA WORK.


DID YOU PLACE YOUR RESOLUTIONS WHERE EVERYONE IN THE DEPARTMENT WOULD EVENTUALLY SEE THEM ?
YEP.
WHAT'S ALL THIS WRITING ON THE PAPER TOWELS?
TOWELS
C.Beck
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